

Annual Report



Missouri Department of Conservation Fiscal Year July 1, 2012 to June 30, 2013

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Fiscal Year 2012-2013

ANUAL REPORT

This Annual Report summary highlights the Missouri Department of Conservation's accomplishments and expenditures from July I, 2012, through June 30, 2013. These accomplishments are based on the Department's five main goals. Not only does this summary highlight the accomplishments of the Department, but it emphasizes that Missourians care about conserving forests, fish, and wildlife; that we work with Missourians and for Missourians to sustain healthy forests, fish, and wildlife; that we help people discover nature; that conservation makes Missouri a great place to hunt and fish; and that conservation pays by enriching our economy and quality of life.

HEALTHY FORESTS, FISH, AND WILDLIFE

Elk Restoration

The Missouri Conservation Commission approved an elk restoration plan in October 2010. An elk restoration zone was established that included portions of Carter, Shannon, and Reynolds counties. In 2011, 39 elk that had been captured and transported from Kentucky were released on Peck Ranch Conservation Area (CA). In 2012, additional elk were captured in Kentucky and released at both Peck Ranch CA (19 adult elk plus 13 calves) and at The Nature Conservancy's Chilton Creek Preserve (14 adult elk). In 2013, 39 elk were captured and transported from Kentucky, one male calf was born en route, and all were released on Peck Ranch CA.

Paddlefish-Poaching Investigation

In March 2013, Department conservation agents, U.S. Fish and Wildlife Service (USFWS) special agents, and wildlife officers from other states contacted more than 100 suspects in Missouri and eight other states to issue citations, execute arrest warrants, conduct interviews, and gather information regarding paddlefish poaching. The arrests and citations were the result of a multi-year joint undercover investigation by the Department and the USFWS involving the illegal commercialization of Missouri paddlefish and their eggs for national and international caviar markets.

Drought Effects

Extreme drought took hold in 2012. Examples of how the drought affected the state's forest, fish, and wildlife include:

- Wildfire Suppression: Department staff worked with fire departments across the state to suppress 2,784 wildfires that consumed 27,209 acres.
- Aquatic Resources: There was a statewide increase in fish kills and excess vegetation in ponds. Staff provided landowners with information on how to minimize the drought's impacts and prevent similar problems in the future.
- Deer: Missouri experienced a widespread hemorrhagic disease (HD) outbreak in deer during the summer and fall of 2012 with a total of 10,177 suspected HD cases reported. Additionally, the low acorn crop increased deer harvest in southern Missouri, thus intensifying the population effects of the hemorrhagic disease outbreak in local areas.

Stocking Public Waters

- Urban Fishing: During 2012, 48 urban lakes were managed for fishing. A total of 149,082 keeper-sized fish were stocked in these lakes; this included 96,470 channel catfish and 52,612 rainbow trout.
- Cold-Water Fish: In 2012, cold-water hatcheries stocked 1,708,786 trout. Trout were stocked in four trout parks, 12



Department employees stock trout in urban lakes, such as this one at August A. Busch Conservation Area.

- stream special management areas, and Lake Taneycomo. Trout parks sold 312,144 daily adult and 63,326 daily youth tags. Anglers purchased 94,894 annual trout permits.
- Warm-Water Fish: In 2012, 3.4 million fish were stocked in public waters. Fish stocked include hybrid striped bass, muskie, paddlefish, largemouth bass, hybrid sunfish, channel catfish, and walleye.

Feral Hog Eradication Efforts

Department staff in cooperation with state and federal agencies, conservation groups, agricultural organizations, and private landowners, including farmers, eradicated more than 1,000 feral hogs in Missouri as part of a five-year plan. The plan has developed cooperative relationships, assisted landowners, increased the number of hogs eradicated, and improved Department communications.

Hellbender Restoration

The Department's Shepherd of the Hills Hatchery in Branson and the Saint Louis Zoo's Ron Goellner Center for Hellbender Conservation, with support from other agencies and private citizens, worked together to keep Missouri's largest salamander from extinction through cutting edge efforts. Eight female Ozark hellbenders laid more than 2,800 eggs with about 2,500

of these successfully hatching into larvae. During the summer of 2012, 89 eastern hellbenders raised at the hatchery and 66 Ozark hellbenders raised at the zoo were released into their native Ozark rivers.

Black Bear Research Project

The Department completed a statewide black bear population estimation project in 2012. Our population work resulted in identifying 141 individual bears and an overall population estimate of 252 bears. Black bear distribution in southern Missouri appears patchy and restricted to areas of continuous forest such as the Mark Twain National Forest.

Furbearers and Trapping

During the 2012 fur hunting and trapping season, more than 9,000 trapping permits were sold — a 25-year high. Fur harvests during the 2012 season broke records with an all-time record harvest of bobcats, a second highest of all-time otter harvest, and the highest coyote harvest in 25 years.

Conserving All Wildlife

The Department initiated the development of a Comprehensive Conservation Strategy (CCS) in January 2012 to further improve habitat conservation for fish and wildlife. The Department evaluated the priority conservation opportuni-

ties across the state and selected eight places to potentially increase our investments in staff time, budget, and conservation partner energy. The CCS may be the first in the nation to fully integrate plans for forests, watersheds, and fisheries, and all other wildlife into a common framework for action.

MANAGE LANDS IN PUBLIC TRUST

Public Input on Area Plans

Conservation area management plans document strategies for natural resource management and public use on conservation areas. In fiscal year 2013, staff drafted 56 plans that cover 140 conservation areas and accesses. These draft plans will be available for a public comment period during fiscal year 2014. Public review of area plans will offer a new level of transparency to Missourians, with the opportunity for anyone to comment about the management of a specific conservation area.

Land Management

The Department maintained active management on Department lands — especially for quail and grassland birds and forest and woodland habitat. In fiscal year 2013, Department staff conducted habitat management on more than 182,000 acres of public land.



RECEIPTS

Conservation Sales Tax	\$102,532,262
Permit Sales	\$31,983,335
Federal Reimbursements	\$26,543,555
Sales and Rentals	\$7,820,331
Other Sources	\$3,535,350
Interest	\$389,791
Total Receipts	\$172,804,624

State Forest Nursery

The Department's state forest nursery annually grows and distributes about 3 million seedlings of more than 60 species. The seedlings are planted on both public and private lands statewide. The nursery filled more than 10,700 orders

involving more than 26,600 packages of seedlings, with a customer satisfaction rate of more than 99 percent. An open house and tour of the 100-acre nursery hosted more than 400 people in spring 2013.

Burr Oak Woods 30th Anniversary

The Department hosted events in October 2012 to mark the 30th anniversary of Burr Oak Woods Conservation Nature Center in Blue Springs. Burr Oak was the Department's first nature center. It hosts 80,000 visitors annually. The nature center features exhibits and interpretive programs, picnic areas, pavilions, five hiking trails, viewing/photo blind, and viewing decks and bridges.

Shooting Range Attains 4-Star Rating

The National Shooting Sports Foundation gave the Jay Henges Shooting Range near High Hill its enviable 4-star rating. Range improvements made in the past two years include creating a 15-target, 3-D, walk through archery range, and renovating the rifle and pistol range with state-of-the-art safety features and the capacity to capture and recycle all projectiles fired.

SOUND FINANCIAL ACCOUNTABILITY

Internships Encourage Diversity

The Department began its 10th year of an internship program. Objectives are threefold: expose students to a variety of professional tasks and the Department's culture, mentor students in disciplines in which job candidates are scarce, and attract students with diverse backgrounds to the Department's workforce. In fiscal year 2013, 12 students interned.

DISBURSEMENTS

County Assistance Payments 1.00%
Capital Improvements 9.06%
Fisheries 8.08%
Forestry
Wildlife12.22%
Outreach and Education 9.32%
Private Land Services 5.41%
Protection
Resource Science 6.93%
Regional Public Contact Offices 1.34%
Administrative Services 15.14%
Human Resources 1.46%
Design and Development7.33%
Administration

MISSOURI STATE BUDGET

Health and Social Services
Education
Government Services 14.6%
Transportation
Natural and Economic Resources 4.1%
Conservation
MDC represents less than 1% of the total state budget
Total State Budget \$24,031,415,726

FISCAL YEAR 2013 SUMMARY

County Assistance Payments—\$1,639,888

Paid county levee and drainage district taxes, forest cropland payments, in lieu of real estate taxes, and county aid road trust payments. Since 1980, paid more than \$17.5 million to Missouri counties in lieu of real estate taxes.

Capital Improvements—\$14,844,254

Constructed, renovated, and repaired fish hatcheries, river accesses, wetlands, shooting ranges, nature centers, and facilities statewide; and acquired land.

Fisheries—\$13,243,735 Managed sport fish populations, aquatic biodiversity, and aquatic habitats. Managed 1,014 areas for fishing, and assisted 5,446 landowners with stream and lake management. Stocked about 5.1 million fish in public waters.

Forestry—\$18,342,297 Distributed about 3 million seedlings to 10,700 landowners, provided forestry assistance on more than 75,614 acres of private land and to more than 140 municipalities, managed 438,700 acres of public forest, monitored insect and disease threats, and facilitated development of the state's forest industry.

Wildlife—**\$20,023,939** Managed more than 182,000 acres of public land. Monitored federally endangered or threatened species. Identified priority geographies to focus investments. Aided guidance and funding for national and international bird conservation. Facilitated about 50,000 hunter trips through managed hunts.

Outreach and Education—\$15,274,280

Nearly 800,000 visited nature centers and shooting ranges, more than 500,000 subscribed to the Missouri Conservationist, more than (continued on Page 6)

FISCAL YEAR 2013 SUMMARY

(continued from Page 5)

120,000 subscribed to *Xplor*, and more than 5.5 million visited MDC's website. Also provided more than \$200,000 in grants to schools, conservation curriculums for schools, outdoor skills programs, and hunter education.

Private Land Services—\$8,858,706

Provided 31,400 rural and urban landowner contacts; affected 280,155 acres through technical assistance to landowners; provided habitat management workshops to 40,486; assisted USDA with enrolling 90,000 acres of cropfield reflooding in the Migratory Bird Habitat Initiative; and assisted 5,607 landowners with nuisance wildlife.

Protection—\$15,864,335 Provided wildlife law enforcement in every county as well as resource management, information, education, and public service. Conservation agents contacted approximately 710,000 people, and they coordinated the Share the Harvest program. Conservation agents, along with 1,067 volunteers donating 11,000 hours, conducted 974 hunter education classes, certifying 24,151 students.

Resource Science—\$11,365,690 Monitored the status of Missouri's fish, forests, plants, and wildlife, recommended conservation actions, evaluated these actions, and reported the results. Tens of thousands of Missourians were contacted to determine their outdoor activities and opinions about conservation programs.

Regional Public Contact Offices—\$2,197,119

Provided regional offices to directly serve Missourians.

Administrative Services—\$24,808,373

Paid for hunting and fishing permit sale systems, fiscal services, purchasing, distribution center, and sign shop. Provided agency-wide postage and printing services, fleet management, vehicle and equipment maintenance, and other agency appropriations. Includes information management and technology that supported all computers, software, telephones, and other telecommunications systems.

Human Resources—\$2,402,906

Provided the services to recruit, employ, and train employees.

Design and Development—\$12,016,123

Provided engineering, architectural design, cultural resource review, surveying, and construction, as well as maintenance of conservation areas and facilities.

Administration—\$3,013,005 Provided audits, legal counsel, strategic planning coordination, federal reimbursement administration, environmental policy development, public involvement, and river basin management.

Conservation Goals and Priorities

The Department developed goals and priorities for fiscal years 2013 and 2014 to serve as an annual strategic plan to address the most important conservation challenges within the next few years. To increase communication of the goals and priorities, a brochure and video presentation were prepared. View the video at *youtube.com/watch?v=LrqZNPjy4sw*.

CITIZEN INVOLVEMENT/EDUCATION

Social Media

The Department's Facebook page has more than 52,000 likes and reaches almost 39,000 people per week who share our information with more than 5.5 million friends. Our Twitter feed has more than 4,100 followers, and our YouTube channels contain more than 1,000 videos and average about 100,000 views per month with more than 8 million total views.

Discover Nature Schools

Discover Nature Schools helps teachers engage students in hands-on, outdoor learning from kindergarten through high school and are in 70 percent of Missouri school districts. Conservation grants supporting Discover Nature Schools totaled \$250,641. In 2013, teachers were introduced to the Discover Nature Schools Science Fair initiative.

Habitat-Management Workshops

The Department held or participated in more than 727 habitat management workshops for more than 38,000 private land-owners. Workshops focused on techniques to benefit early successional wildlife such as quail, rabbits, and grassland birds.

Forest Management for Landowners

The Department provided forest management on-site technical assistance to 1,566 landowners statewide impacting 75,614 acres. A total of 356 plans covering 33,685 acres were written. In addition 74 private land timber sales were marked and 189 landowners were referred to a forest consultant.

Revised Paddler's Guide to Missouri

The Department's revised *Paddler's Guide to Missouri* features 58 rivers and streams. It has been one of the Department's best-selling books since its release in 1965. Each waterway includes easy-to-read maps, descriptions of access points, camping, state parks, and conservation areas along the way.

Landowner-Led Habitat Cooperatives

The Department and nongovernment organizations provided 45 wildlife and habitat cooperatives with information through workshops and educational meetings in fiscal year 2013.



Listened to Missourians

Part of delivering excellent public service is to listen and understand Missourians. In fiscal year 2013, there were 53 activities that involved 83,802 people. These included surveys, focus groups, open houses, comments, and presentations to the Regulations Committee, and contacts with the Department's ombudsman.

ENGAGE PARTNERS AT ALL LEVELS

County Aid Road Trust

The County Aid Road Trust program enables the Department to cost share maintenance of roads accessing Department areas with 39 counties and other local governments. The program provided about \$530,000 statewide last fiscal year.

Volunteer Fire Departments

The Department, in cooperation with the U.S. Forest Service, provided \$354,467 in grants to 182 volunteer fire departments. Equipment was also provided to fire departments through two federal programs. Through the Federal Excess Property Program we obtained equipment valued at \$3,383,794. The new Fire Fighter Program obtained equipment valued at \$2,040,321.

Share the Harvest

Conservation agents coordinate and support the Share the Harvest program with the Conservation Federation of Missouri, local charitable organizations, and local meat processors. In 2012, approximately 6,244 hunters donated 318,115 pounds of venison to less-fortunate Missourians.

New Fishing Platform at Bennett Spring

A disabled accessible fishing platform was constructed at Bennett Spring on the east side of the stream just below the dam, and another new fishing platform was built directly across the stream. The Missouri Conservation Heritage Foundation raised more than \$60,000 from local businesses and organizations to fund this project.

Archery in the Schools

Missouri National Archery in the Schools (MoNASP) is coordinated through the Department and the Conservation Federation of Missouri. MoNASP is an affiliate of NASP and promotes education, self-esteem, and physical activity through archery to more than 63,000 Missouri students in 290 schools statewide. The Department co-hosted the NASP World Tournament in June 2013 in St. Louis — the first one held in Missouri. A total of 3,045 students participated, representing 22 states and two Canadian provinces.

Missouri State Constitutional Language

Section 40(a). Conservation commission, members, qualifications, terms, how appointedduties of commission-expenses of members. — The control, management, restoration, conservation and regulation of the bird, fish, game, forestry and all wildlife resources of the state, including hatcheries, sanctuaries, refuges, reservations and all other property owned, acquired or used for such purposes and the acquisition and establishment thereof, and the administration of all laws pertaining thereto, shall be vested in a conservation commission consisting of four members appointed by the governor, by and with the advice of and consent of the senate, not more than two of whom shall be of the same political party. The members shall have knowledge of and interest in wildlife conservation. The members shall hold office for terms of six years beginning on the first day of July of consecutive odd years. Two of the terms shall be concurrent; one shall begin two years before and one two years after the concurrent terms. If the governor fails to fill a vacancy within thirty days, the remaining members shall fill the vacancy for the unexpired term. The members shall receive no salary or other compensation for their services as members, but shall receive their necessary traveling and other expenses incurred while actually engaged in the discharge of their official duties.

Source: Const. of 1875, Art. XIV, Sec. 16 (as adopted November 3, 1936). (Amended August 8, 1972)

Section 40(b). Incumbent members. — The members of the present conservation commission shall serve out the terms for which they were appointed, with all their powers and duties.

Section 41. Acquisition of property-eminent domain. — The commission may acquire by purchase, gift, eminent domain, or otherwise, all property necessary, useful or convenient for its purposes, and shall exercise the right of eminent domain as provided by law for the highway commission. Source: Const. of 1875, Art. XIV, Sec. 16.

Section 42. Director of conservation and personnel of commission. — The commission shall appoint a director of conservation who, with its approval, shall appoint the assistants and other employees deemed necessary by the commission. The commission shall fix the qualifications and salaries of the director and all appointees and employees, and none of its members shall be an appointee or employee. Source: Const. of 1875, Art. XIV, Sec. 16.

Section 43(a). Sales tax, use for conservation purposes. — For the purpose of providing additional moneys to be expended and used by the conservation commission, department of conservation, for the control, management, restoration, conservation and regulation of the bird, fish, game, forestry and wildlife resources of the state, including the purchase or other acquisition of property for said purposes, and for the administration of the laws pertaining thereto, an additional sales tax of one-eighth of one percent is hereby levied and imposed upon all sellers for the privilege of selling tangible personal property or rendering taxable services at retail in this state upon the sales and services which now are or hereafter are listed and set forth in, and, except as to the amount of tax, subject to the provisions of and to be collected as provided in the "Sales Tax Law" and subject to the rules and regulations promulgated in connection therewith; and an additional use tax of one-eighth of one percent is levied and imposed for the privilege of storing, using or consuming within this state any article of tangible personal property as set forth and provided in the "Compensating Use Tax Law" and, except as to the amount of the tax, subject to the provisions of and to be collected as provided in the "Compensating Use Tax Law" and subject to the rules and regulations promulgated in connection therewith. (Adopted November 2, 1976)

Section 43(b). Use of revenue and funds of conservation commission. — The moneys arising from the additional sales and use taxes provided for in section 43(a) hereof and all fees, moneys or funds arising from the operation and transactions of the conservation commission, department of conservation, and from the application and the administration of the laws and regulations pertaining to the bird, fish, game, forestry and wildlife resources of the state and from the sale of property used for said purposes, shall be expended and used by the conservation commission, department of conservation, for the control, management, restoration, conservation and regulation of bird, fish, game, forestry and wildlife resources of the state, including the purchase or other acquisition of property for said purposes, and for the administration of the laws pertaining thereto, and for no other purpose. The moneys and funds of the conservation commission arising from the additional sales and use taxes provided for in § 43(a) hereof shall also be used by the conservation commission, department of conservation, to make payments to counties for the unimproved value of land for distribution to the appropriate political subdivisions as payment in lieu of real property taxes for privately owned land acquired by the commission after July 1, 1977, and for land classified as forest cropland in the forest cropland program administered by the department of conservation in such amounts as may be determined by the conservation commission, but in no event shall amount determined be less than the property tax being paid at the time of purchase of acquired lands.

Source: Const. of 1875, Art. XIV, Sec. 16. (Amended November 2, 1976) (Amended November 4, 1980)

Section 43(c). Effective date-self-enforceability. — The effective date of this amendment shall be July 1, 1977. All laws inconsistent with this amendment shall no longer remain in full force and effect after July 1, 1977. All of the provisions of sections 43(a)-(c) shall be self-enforcing except that the general assembly shall adjust brackets for the collection of the sales and use taxes. (Adopted November 2, 1976)

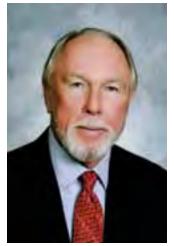
Section 44. Self-enforceability-enabling clause-repealing clause. — Sections 40-43, inclusive, of this article shall be self-enforcing, and laws not inconsistent therewith may be enacted in aid thereof. All existing laws inconsistent with this article shall no longer remain in force or effect. Source: Const. of 1875, Art. XIV, Sec. 16

Section 45. Rules and regulations-filing-review. — The rules and regulations of the commission not relating to its organization and internal management shall become effective not less than ten days after being filed with the secretary of state as provided in section 16 of this article, and such final rules and regulations affecting private rights as are judicial or quasi-judicial in nature shall be subject to the judicial review provided in section 22 of article V.

Section 46. Distribution of rules and regulations. — The commission shall supply to all persons on request, printed copies of its rules and regulations not relating to organization or internal management.

The Conservation Commission and Director

n 1936, the people of Missouri, through the initiative petition process, voted to amend the Missouri Constitution to establish the Conservation Commission. The four ■ Commissioners, no more than two of whom may belong to the same political party, are appointed by the governor with the advice and consent of the senate. They serve with no compensation for six-year terms. The commission is responsible for management of the state's forest, fish, and wildlife resources. The commission is also responsible for hiring the director.



Mr. Don C. Bedell Sikeston **Term:** 7/30/2009 to 7/1/2015



Mr. James T. Blair, IV St. Louis **Term:** 7/13/2011 to 6/30/2017



Mr. Don R. Johnson Festus **Term:** 7/18/2007 to 10/25/2013



Mrs. Becky L. Plattner Grand Pass **Term:** 8/7/2007 to 7/12/2013

Director



Mr. Robert L. Ziehmer

Our Mission

manage the forest. fish. protect and and wildlife resources of the state; to facilitate and provide opportunity for all citizens to use, enjoy, and learn about these resources.

Conservation at a Glance

- ▲ We Listen to Missourians
- ▲ What Missourians Say About Conservation
- ▲ The Economics of Conservation in Missouri
- ▲ Wildlife Recreation
- ▲ Hunting and Fishing
- ▲ Forestry and Wood Products

We Listen to Missourians

he Missouri Department of Conservation believes that all Missouri citizens are important and we want to listen and act to earn their trust. Our job is to listen, understand, and personally deliver programs and services in a manner that benefits all Missourians and the forest, fish, and wildlife resources in Missouri.



- The Conservation Commission meets regularly and anyone may contact the Conservation Commission with comments or request to appear at a Commission meeting.
- The Conservation Department director may be personally contacted at Department headquarters in Jefferson City, by telephone or email.
- The Department ombudsman works with citizens to resolve conflicts and answers a wide variety of questions by mail, telephone, and email (ombudsman@mdc.mo.gov).
- The Department conducts a wide variety of statistically accountable mail surveys, telephone surveys, and focus groups to determine the opinions and attitudes of Missourians about conservation and the Department of Conservation. The Department has conducted attitude, opinion, satisfaction, and participations surveys for more than 30 years.
- Conservation area management plans are available for public comment as they are drafted.

- The Department has eight regional service centers with staff available to assist Missourians with their conservation requests and needs.
- The Department's monthly magazine, free to Missourians who request it, includes a letter-tothe-editor section and an "Ask the Ombudsman" column.
- The Department maintains an extensive website (mdc.mo.gov) with conservation information, contact information, and online comment forms.
- The Department conducts frequent public forums to obtain interactive feedback from all Missourians at locations throughout the state.
- Department regulations are formed and discussed in a public setting that invites citizen participation.
- The Department seeks public input on proposed regulations through a variety of venues including the Department's regulation comment page at mdc.mo.gov/node/19209.

What Missourians say about Conservation

The majority of Missourians feel the Department of Conservation is doing an excellent or good job of providing services to themselves (73 percent), their families (71 percent), the community (69 percent), and the state (71 percent). Most Missourians say they are either very familiar (22 percent) or somewhat familiar (60 percent) with the Missouri Department of Conservation.



- Most Missourians (91 percent) report they are interested in Missouri's fish, forests, and wildlife.
- Most Missourians (75 percent) agree that land should be acquired for fish, forest, and wildlife conservation.
- Most Missourians (91 percent) agree that "It is important for outdoor places to be protected even if you don't plan to visit the area."
- Most Missourians (79 percent) agree that the Department of Conservation should make an effort to restore animals that once lived or are currently very rare in the state.
- Most Missourians (80 percent) agree that the Department of Conservation should help private landowners who want to restore native communities of plants and animals.
- More than three-quarters (78 percent) agree that the Department "should assist communities that want to include trees and green spaces in housing, business, and shopping developments."

- Almost all Missourians (95 percent) approve of hunting for food.
- Two-thirds of Missourians (67 percent) approve of cutting down trees to make lumber, furniture, or other wood products.
- The majority of Missourians (66 percent) agree that trapping is okay as long as it is regulated.
- Time is mentioned as the biggest obstacle to the enjoyment of outdoor activities by Missourians.
- A majority of Missourians (78 percent) agree that the Department of Conservation is doing a good job of enforcing fish and wildlife laws.
- Most Missourians (85 percent) agree that the Missouri Department of Conservation "is a name I can trust."

Information from the Missouri Department of Conservation, 2009.

The Economics of Conservation in Missouri

The amount of state sales tax revenue generated from forest, fish, and wildlife recreation spending is about the same amount of sales tax revenue received by the Department of Conservation from the one-eighth of one percent Conservation Sales Tax — CONSERVATION PAYS ITS WAY IN MISSOURI.



- In Missouri, the total economic impact of fish and wildlife recreation and the forest products industry is more than \$12 billion dollars annually.
- Since 1980, the Department has paid nearly \$16 million dollars to Missouri counties in lieu of taxes. In fiscal year 2013, more than \$1.6 million was paid to Missouri counties for forest cropland payments, levee and drainage district payments, in-lieu-of-property-tax payments, and county aid road trust payments.
- The forestry and wood products industry in Missouri has more than \$8 billion dollars of impact and supports 42,538 jobs.
- Missourians and non-residents spend more than \$2.6 billion dollars annually related to fish and wildlife recreation. These expenditures generate \$4.2 billion dollars annually in economic impacts in Missouri.
- The annual expenditures related to fish and wildlife recreation support 47,142 jobs in Missouri.
- Forest, fish, and wildlife expenditures generate more than \$373 million dollars annually in state and local tax revenue.

- In Missouri, 2.5 million residents and nonresidents, age 16 years and older, participate in fishing, hunting, or wildlife-related recreation each year.
- Collectively, resident anglers spend 13.3 million days afield, resident hunters 9.2 million, and resident wildlife-watchers 7.8 million days in away-fromhome activities, in Missouri. Nonresident anglers add 1.6 million days and nonresident hunters 932,000 days.
- Nonresident expenditures for fishing and hunting in Missouri exceed \$330 million each year. Each nonresident angler and hunter spends an average of \$547 dollars each year in Missouri.
- Deer hunters in Missouri, age 16 years and older, spend \$470 million each year.
- Deer hunting in Missouri generates more than \$765 million dollars of business activity annually. This results in \$53 million in state and local tax revenue each year.
- Deer hunting expenditures annually support more than 8,000 jobs in Missouri.

Information from the Missouri Department of Conservation and the 2011 National Survey of Fishing, Hunting, and Wildlife-Associated Recreation.

Missouri Hunting and Fishing

Hunters 576,000 1 million Anglers **Total Expenditures** \$1.7 billion Total Jobs Supported 28,895

Earnings from

Expenditures \$902 million

State and Local

Tax Revenue \$181 million

Total Business-

Generated Revenue \$2.7 billion



STATE TAX REVENUE INFORMATION

Hunters and anglers in Missouri generate \$181 million annually in state and local taxes.

TAKE A CLOSER LOOK

- More Missourians hunt or fish than the number who attend St. Louis Rams or Kansas City Chiefs games.
- One of every four Missouri residents hunts or fishes.
- Annual spending by hunters and anglers is more than the value of sales for cattle production in Missouri.

JOBS

Spending by hunters and anglers supports 28,895 jobs each year.

The amount of sales tax revenue generated by forest, fish, and wildlife recreation is more than the amount of sales tax received by the Department of Conservation from the oneeighth of one percent sales tax — in other words, conservation pays its way in Missouri.

Information from the Missouri Department of Conservation and the U.S. Fish and Wildlife Service 2011 National Survey of Fishing, Hunting and Wildlife-Associated Recreation.

Missouri Forestry and Wood Products

Total Forested Acres 14 million **Privately Owned Acres** 83 percent 15 percent **Publicly Owned Acres Wood-Using Industry** Dollars \$8 billion Total Jobs Supported 42,538 **Wood-Using Industry**



STATE TAX REVENUE INFORMATION

Forestry and the wood-using industries in Missouri generate \$78 million each year in state sales tax.

\$1.9 billion

TAKE A CLOSER LOOK

Labor Income

- Each year, about four million tree seedlings are produced in the state nursery.
- More than one million acres of forests have been added to Missouri's landscape in the last 30 years.
- Forests in Missouri are increasing faster than they are being harvested.
- Most of the forests in Missouri are privately owned.

JOBS

Wood industry firms and activities support more than 42,000 jobs each year.

- Forests are important to Missourians who enjoy outdoor recreation such as camping, sightseeing, bird watching, canoeing, photographing nature, hunting, or fishing. Many Department of Conservation areas have campsites or are open for primitive camping.
- Forests in Missouri are essential for healthy streams, clean water, wildlife habitat, and environmental stability.

Information from the Missouri Department of Conservation.

Missouri Wildlife Recreation

Wildlife Watchers 1.7 million \$940 million **Total Expenditures** Total Jobs Supported 18,247

Earnings from

Expenditures \$493 million

State and Local

Tax Revenue 113 million

Total Business-

Generated Revenue \$1.5 billion



STATE TAX REVENUE INFORMATION

Wildlife watchers in Missouri generate \$113 million annually in state and local taxes.

TAKE A CLOSER LOOK

- In Missouri, adults involved in wildlife watching would fill Arrowhead Stadium in Kansas City more than 22 times.
- Missourians are outdoor oriented each year they spend 7.8 million days in wildlife watching activities away from their home. More than 1.5 million enjoy observing, feeding, and photographing wildlife near their homes.

JOBS

Wildlife watching activities in Missouri support 18,247 jobs each year.

The amount of sales tax revenue generated by forest, fish, and wildlife recreation is more than the amount of sales tax received by the Department of Conservation from the oneeighth of one percent sales tax — in other words, conservation pays its way in Missouri.

Information from the Missouri Department of Conservation and the U.S. Fish and Wildlife Service 2006 and 2011 National Survey of Fishing, Hunting and Wildlife-Associated Recreation.

Our Pledge to Serve Missourians

he Missouri Department of Conservation's mission, vision, goals, and values communicate our neverending pledge to serve Missourians and to meet the requirements of the Missouri Constitution (Article IV, Section 40(a) through 46).

Mission

To protect and manage the fish, forest, and wildlife resources of the state; to facilitate and provide opportunity for all citizens to use, enjoy, and learn about these resources.

Vision

The Department shall be a forward looking agency, implementing solid core values ensuring integrity and trust, using adaptive learning and creative thinking, embracing technology and providing superior public service — to be the national leader in forest, fish, and wildlife management proactively advancing our mission through understanding natural resource and social landscapes.

Goals

- ▲ Ensure healthy and sustainable forest, fish, and wildlife resources throughout the state.
- ▲ Manage lands held in public trust and associated infrastructure to ensure continued benefit to citizens and to forest, fish, and wildlife resources.
- ▲ Ensure sound financial accountability and transparency in all areas of operation.
- ▲ Provide opportunities for active citizen involvement in services and conservation education in both rural and urban areas.
- ▲ Engage partners at all levels (individual, community, county, state, federal) to enhance natural resources and effective delivery of conservation services.

Priority/Focus Within All Operational Areas

- ▲ Increase communication and education within and outside the agency
- ▲ Boldly advance research and management
- ▲ Increase citizen involvement and partnerships
- ▲ Grow quality staff

Values/Behaviors of Employees

- ▲ Excellent public service is essential we work to deliver more than is expected.
- ▲ All citizens are important we treat citizens the way we would want to be treated.
- ▲ Missourians are partners to achieve conservation success — we communicate openly and look for ways to make it easier to partner.
- ▲ Fairness, objectivity, sound science, integrity, and accountability guide actions — we know conservation best, value each other's time, strive to work at the speed of business not the speed of government, and are transparent.
- ▲ Employees are the Department's most important asset — we all work to advance conservation by being results driven, working as a team, serving as ambassadors for conservation, and living out the conservation ethic through our actions.

Bringing the Goals to Life

Healthy Forests, Fish, and Wildlife

Wildlife Code Enforcement

The Department enforces laws in the Wildlife Code, as well as other state laws for the safe public use of Department-owned lands. Conservation agents contacted 195,747 hunters and anglers in fiscal year 2013 to ensure compliance and provide regulation information. During these contacts, agents noted 28,628 resource violations, issued 3,429 written warnings, and made 7,806 arrests. This resulted in a 95-percent conviction rate.

Paddlefish-Poaching Investigation

In March 2013, 85 Department conservation agents, 40 U.S. Fish and Wildlife Service (USWFS) special agents, and wildlife officers from other states contacted more than 100 suspects in Missouri and eight other states to issue citations, execute arrest warrants, conduct interviews, and gather additional information regarding a paddlefish-poaching investigation.

The effort included eight individuals indicted for federal crimes involving the illegal trafficking of paddlefish and their eggs for use as caviar. Other states involved were Colorado, Illinois, Kansas, Minnesota, New Jersey, Oregon, Pennsylvania, and South Carolina.

The arrests and citations were the result of a multiyear joint undercover investigation by Department conservation agents and special agents of the USFWS involving the illegal commercialization of Missouri paddlefish and their eggs for national and international caviar markets. The undercover investigation ran during the spring 2011 and spring 2012 paddlefish seasons. It was based out of Warsaw, Missouri.

Federal crimes tied to the poaching involve violations of the Lacey Act. The Act makes it a federal crime to poach game in one state with the purpose of selling the bounty in another state and prohibits the transportation of illegally captured or prohibited wildlife across state lines.

The Department and the USFWS worked with the Benton County Prosecuting Attorney's Office, the Benton County Sheriff's Department and the U.S. Department of Justice on the investigation.

Elk Restoration

The Missouri Conservation Commission approved an elk restoration plan in October 2010. An elk restoration zone was established that included portions of Carter, Shannon and Reynolds counties. In 2011, 39 elk that had been captured and transported from Kentucky were released on Peck Ranch Conservation Area (CA). In 2012 additional elk were captured in Kentucky and released at both Peck Ranch CA (19 adult elk plus 13 calves) and at The Nature Conservancy's Chilton Creek Preserve (14 adult elk). In 2013, 39 elk were captured and transported from Kentucky, one male calf was born en route, and all were released on Peck Ranch CA.

The Department and the University of Missouri are conducting research to provide information for more effective elk population management. Preliminary results from this research project include: 1) Elk tend to stay in the vicinity of where they were released. The majority (96 percent) of all elk locations have been within Peck Ranch or the Chilton Creek Preserve. 2) Elk heavily use open meadow food plots; and most of their winter diet was vegetation from these food plots.

Elk Restoration on Private Land

The Department continues to work with landowners in the Elk Restoration Zone to make habitat improvements that benefit elk and other wildlife. With funding from a Cooperative Conservation Partnership Initiative Program grant and the Department Landowner Assistance Program, 35 landowners received assistance in the elk zone. To date, 69 landowners have worked with the Department to plant 803 acres of green browse forage, 96 acres of native grass, and restored 298 acres of glades and open woodlands for elk and other wildlife. Lastly, Department staff assisted each county Soil and Water District in the Elk Zone with purchasing equipment that area landowners can rent to make habitat improvements.

Drought Impacts

Extreme drought took hold in late summer 2012 that impacted the forest, fish, wildlife of the state. Here are highlights of those impacts:

• Wildfire Suppression: Department staff worked with fire departments across the state to suppress 2,784 wildfires that consumed 27,209 acres. The leading cause of wildlife continues to be the use of fire to dispose of debris. Staff are required to attend in-house fire training prior to responding to a wildfire - 138 participants were trained last fiscal year.

- Aquatic Resources: There was a statewide increase in small impoundment fish kills and excess vegetation in ponds. Most fish kills were related to a combination of low water levels, warm water, and low dissolved oxygen concentrations. Staff provided landowners information on how to minimize the drought's impacts and prevent similar problems in the future.
- Hemorrhagic Disease: Missouri experienced a widespread hemorrhagic disease outbreak during the summer and fall of 2012 with a total of 10,177 suspected hemorrhagic cases reported from all counties. Hemorrhagic disease (HD) is caused by a virus spread by midges, or biting "no-see-um" flies and is completely unrelated to chronic wasting disease. These viruses do not affect humans or non-ruminant animals like dogs and cats. Additionally, the low acorn crop increased deer harvest in southern Missouri, thus intensifying the population effects of the hemorrhagic disease outbreak in local areas.

Chronic Wasting Disease Update

Chronic Wasting Disease (CWD) is a fatal neurodegenerative disease that affects the deer family. In 2010 and 2011, CWD was discovered in captive animals in Missouri at private hunting preserves in Linn and Macon counties. The disease was found in Missouri's free-ranging deer herd in 2012 in northwest Macon County. CWD has not yet been found in Missouri's captive or free-ranging elk population. Currently, the disease is believed to be restricted to a small geographic area in Linn and Macon counties.

CWD can have significant long-term implications to the free-ranging deer and elk populations in Missouri. The Department finalized a surveillance and management plan in September 2012 that outlines ways to detect and monitor the disease, as well as management actions that can proactively limit the further spread of CWD. Some of these actions have required substantial support from citizens across the state, and the Department has worked tirelessly to keep the public informed and involved with the management of the disease. With the help of hunters and landowners, the Department has tested more than 38,000 free-ranging deer and elk for CWD since 2001. To date, CWD has been detected in 10 freeranging and 11 captive deer in Missouri. All located in Macon and Linn counties.

Water Crossing Projects

The Prosperity Road low water slab crossing on the Little Niangua River (Dallas County) was replaced with an 80-foot clear-span low water crossing to facilitate fish passage, improve public safety, and reduce maintenance. The replacement will also improve sediment transport, which will increase stream stability. The \$200,000 project's primary funding came from the U.S. Fish and Wildlife Service Fish Passage Program and Missouri Conservation Heritage Foundation. Dallas County and the Conservation Department provided in-kind contributions. Post construction monitoring found Niangua darters, a federal listed endangered species, for the first time above the crossing. The crossing will also serve as a model for neighboring county road services working on streams within the Niangua darter range.

A new single center bench span bridge crosses Sinking Creek in Dent County after almost three years of coordination, planning, and construction. The Mark Twain National Forest's financial contribution made the \$323,000 project possible. The Missouri Conservation Heritage Foundation and Dent County Commission also contributed. The Department provided technical assistance and \$10,000 from the Wildlife Diversity Fund.

Muskie Management

Muskie surveys were completed on four lakes to provide trophy fishing opportunities and manage Missouri's aquatic resources.

- Pomme de Terre Lake had a catch rate of seven fish per day - 25 percent were 36 inches or longer. The largest fish was 43.5 inches long.
- Hazel Creek Lake had a catch rate of eight fish per day - 41 percent were 36 inches or longer. The largest fish was 41.5 inches long.
- Fellows Lake had a catch rate of 1.4 fish per day - 23 percent were 36 inches or longer. The largest fish was 41.9 inches long. High water levels and variable spring temperatures were likely reasons for the low catch rates.
- Henry Sever Lake had a catch rate of 4.4 fish per day - 53 percent were 36 inches or longer. The largest fish was 43 inches long.

All lakes in the muskie program were stocked with advanced muskie fingerlings that averaged 12.9 inches long. Lakes less than 1,000 acres are stocked at a rate of one muskie (12-14 inches) per acre. Pomme de Terre (7,820 acres) is stocked at a rate of one muskie (12-14 inches) per 2 acres.

Smallmouth Bass Study

Smallmouth bass are found mostly in cool, clear streams and large reservoirs in the Ozarks. They are one of Missouri's most popular game fish. The Department has asked anglers who fish select Ozark streams to help with ongoing research by reporting their catch of tagged smallmouth bass. Information collected includes: the tag number, date of catch, fish length, approximate location of the catch, and if the fish was kept or released. This information will help the Department better manage this species. Smallmouth bass were tagged in the Black River, Castor River, Courtois Creek, Current River, and the North Fork of the White River.

Trout Sampling

The annual Lake Taneycomo trout survey was completed in August 2012. Rainbow trout were captured at overall rate of 248 fish per hour, within the normal range. Rainbow trout were collected at a rate of 278 fish per hour in the special regulation zone above Fall Creek. Since this regulation (12 to 20 inch protected slot length limit for rainbow trout) was implemented in 1997, the rainbow trout population has increased tenfold. Size structure has greatly improved as well. Brown trout were collected at a rate of 107 fish per hour, increasing nearly tenfold from the 2011 sample. Stocking rates for brown trout were increased the past two years from 10,000 to 15,000 to compensate for declining catch rates.

A sample of Crane Creek, both upper and lower Wire Road Conservation Area (CA), as well as a section of private ownership between the two tracts was completed in 2013. Sampling will help the Department better manage trout numbers on Ozark streams.

Urban Fishing

During 2012, 48 urban lakes were managed for fishing. A total of 149,082 keeper-sized fish were stocked in these lakes; this included 96,470 channel catfish and 52,612 rainbow trout.

Cold-Water Fish Hatcheries

In 2012, cold-water hatcheries stocked 1,708,786 trout. Trout were stocked in four trout parks, 12 stream special management areas, and Lake Taneycomo. Trout parks sold 312,144 daily adult and 63,326 daily youth tags. Anglers purchased 94,894 annual trout permits.

Warm-Water Fish Hatcheries

In 2012, 3.4 million fish were stocked in public waters. Highlights include:

- Blind Pony Hatchery produced 47,202 hybrid striped bass.
- Lost Valley Hatchery produced 6,209 muskie for stocking in Pomme de Terre, Hazel Creek Lake, Fellows Lake, and Busch Area Lake 35.
- Blind Pony Hatchery produced 3,976 paddlefish for stocking in Table Rock Lake, Truman Lake, Lake of the Ozarks, and the Black River.
- Chesapeake Hatchery produced 11,262 advancesized largemouth bass.
- Hunnewell Hatchery produced 5,610 hybrid sunfish for use in kids' fishing clinics.
- Hatcheries produced 151,097 channel catfish for stocking statewide.
- More than 1.8 million walleye fry and more than 1.1 million walleye fingerlings were stocked in seven Missouri lakes and one river.

Shaping the Next Farm Bill

Congress continues to work toward passing a new five-year farm bill prior to the Sept. 30, 2013, expiration date. The Department is working with the Missouri Congressional delegation to ensure the Missouri perspective and conservation issues are represented and addressed by Farm Bill policy makers in Washington, D.C. This active involvement ensures the Department maintains:

- Our role as a national leader in Farm Bill program and policy development.
- The single largest source of conservation funding available to private landowners.
- A critical program for sustaining Missouri's fish, forest, and wildlife recreation, which generates \$5.7 billion dollars annually in economic impacts in Missouri.

Conservation Reserve Program

In response to the continued loss of Conservation Reserve Program (CRP) acres in Missouri and due to the tremendous impact CRP has in protecting our soil, water, and wildlife habitat, the Department launched financial incentives for enrolling new Continuous CRP (CCRP) acres and to assist existing CRP contract holders in 62 counties across Missouri. Department staff assisted landowners in enrolling more than 800 acres of land into CCRP practices. The incentive has assisted landowners in planning almost 1,000 acres of prescribed burning, 150 acres of early successional

disking, and more than 800 acres of forb and legume interseedings on existing CRP lands.

Private Wetland Conservation

The Wetland Reserve Program (WRP) is an important Farm Bill program. This past fiscal year, Missouri received about \$4.9 million for WRP restorations. This funding supported the enrollment of 14 new easements totaling more than 1,900 acres. Missouri has the sixth highest number of WRP acres and the third highest number of easements. At least 146,593 acres of wetlands are restored through the WRP and the Emergency Wetland Protection Program in Missouri. About 90 percent of these acres are enrolled in perpetual easements and will provide water quality benefits, flood abatement, and essential habitat for resident and migratory birds into the future.

The Wetland Reserve Enhancement Program (WREP) is a cooperative program between Natural Resource Conservation Service and the Missouri Department of Conservation that provides another source of funding for the enhancement of older, existing WRP easements in the Lower Grand River Conservation Opportunity Area. The focus of WREP is to enhance or create additional shallow water habitat within existing WRP tracts. This is the third year that the U.S. Department of Agriculture has contributed \$141,000 to this project with the Department providing a 20 percent match of \$28,000. These funds helped to enhance more than 1,000 acres of wetlands in fiscal year 2013.

Habitat Challenge Grant

This is the sixth year the Department provided the Habitat Challenge Grant. This past fiscal year, the Department awarded \$130,000 in funding to partner organizations. Each organization provides matching funds to help private landowners complete habitat work. Over the last six years the Department has provided more than \$650,000 in funding through the grant, totaling more than \$1.2 million with partner contributions.

Urban Conservation and Partnerships

The Department selected St. Louis County's Queeny Park to pilot its Extreme Park Makeover Program to create urban wildlife habitat and teach landscape contractors, park staff, and others how to successfully implement and maintain native habitat restoration projects.

The Department established a partnership with the City of St. Louis Mayor's Office and the Missouri Botanical Garden to promote urban conservation and revitalization.

The Department provided funding to the Deer Creek Watershed RainScape Rebates program, a voluntary program that provides funds to landowners in the Deer Creek Watershed landscaping their yards to improve stormwater management.

Private Land Grasslands

Yet another productive year in the Grand River Grassland Conservation Opportunity Area (COA) in northern Missouri. Private landowners implemented popular practices such as woody vegetation removal and native grass establishment to improve habitat conditions for grassland wildlife.

Related to species restoration, steps were made to establish an experimental population of Topeka Shiners in the upper watershed, and 16 Greater Prairie Chickens were released in Missouri and fitted with radio transmitters with the help of The Nature Conservancy and the Iowa Department of Natural Resources. Ten of the birds dispersed and three hens attempted nests.

Feral Hog Eradication Efforts

Department staff in cooperation with state and federal agencies, conservation groups, agricultural organizations, and private landowners, including farmers, eradicated more than 1,000 feral hogs in Missouri as part of a five-year plan. The plan has developed cooperative relationships, assisted landowners, increased the number of hogs eradicated, and improved Department communications.

Quail Habitat and Population Monitoring

The Department had two important quail monitoring initiatives in fiscal year 2013.

• National Quail Monitoring Pilot: Missouri is one of seven states in the nation piloting a habitat and quail population monitoring system for quail focus areas. This national pilot project is coordinated through the National Bobwhite Conservation Initiative. These seven states are testing a combination of bird and habitat monitoring that will eventually be used by the 25 states with bobwhite quail. These surveys are taking place in designated quail focus areas where agencies and partners are focusing efforts to restore quail habitat. Focus areas include public and private land. In Missouri's case, 5,200 acres of private land in

northwest Missouri were chosen where quail habitat management has been intensified through incentives and assistance to landowners by Missouri Department of Conservation staff and Quail Forever volunteers since 2005.

Private landowners in the focus areas have installed habitat improvements such as 15 miles of edgefeathering, with more than 770 acres of quail-friendly grass and wildflower plantings, and used prescribed burning on 200 acres each year. Spring breeding bird surveys indicate more than three times more male quail were calling in the Department's focus area than the nearby control. There were also more grassland songbirds in the focus area.

• Bee Ridge Focus Area Monitoring: The Missouri Department of Conservation has joined with private landowners and Quail Forever Whistling Bobs chapter members to monitor quail numbers on the Bee Ridge Focus Area in northeast Missouri. Together, we have been monitoring quail numbers inside the focus area and outside the focus area since 2008. We consistently observe bobwhite numbers that are higher inside the focus area where landowners have been improving bobwhite habitat compared to the areas outside the focus area that are not managed. The landowners in the 12,000 acre area have established nearly 21 miles of 60 foot wide quail friendly buffers.

Hellbender Restoration

In 2012, significant progress was made in efforts to propagate and restore the Ozark and eastern hellbenders. The Department's Shepherd of the Hills Hatchery in Branson and the Saint Louis Zoo's Ron Goellner Center for Hellbender Conservation, with support from other agencies and private citizens, worked together to keep Missouri's largest salamander from extinction through cutting edge recovery efforts. Currently, the hatchery is rearing approximately 750 eastern hellbenders obtained from eggs collected in the wild during the fall of 2011. A great achievement occurred this year with captivebreeding success in all three raceways (one indoor and two outdoor). Eight female Ozark hellbenders laid more than 2,800 eggs with about 2,500 of these successfully hatching into larvae. In addition, the zoo is rearing approximately 1,500 larvae and juvenile Ozark hellbenders obtained from eggs collected in the wild in previous years.

Due to drastic declines in Ozark hellbender numbers, captive rearing has become a priority in the

long-term recovery of the species. During the summer of 2012, 89 eastern hellbenders raised at the hatchery and 66 Ozark hellbenders raised at the zoo were released in their native Ozark rivers. These hellbenders will be monitored to determine the success of captive-reared hellbenders in the wild.

Deer Management

Missouri's 2012 total deer harvest of 309,929 was a 7 percent increase from 2011 making it the third largest on record and the highest total harvest since 2006. Although statewide harvest totals were up, harvest varied greatly among regions. Harvest increased substantially in southern Missouri, but decreased in northern Missouri. In southern Missouri, poor acorn production, causing deer to move out of the more protected forest onto crop and pasture land, coupled with growing populations has increased harvest totals the last few years. However, northern, western, and parts of central Missouri are experiencing long-term declines in deer populations resulting from higher doe harvest due to the antler point restriction and liberal antlerless deer harvest opportunities.

Ruffed Grouse Study Update

Given declines in ruffed grouse numbers in Missouri and interest in a restoration effort by the Quail and Upland Wildlife Federation, the Department initiated a research project in 2011 in partnership with the U.S. Department of Agriculture Forest Service and the Missouri Resource Assessment Partnership. This project sought to determine how much ruffed grouse habitat existed in east-central Missouri and to evaluate whether restocking could establish a grouse population within the region. Researchers collected information about habitat conditions in Boone, Callaway, Montgomery, and Warren counties. Grouse prefer early successional forest habitats that timber harvest often creates. This information was used to determine whether further grouse-restoration efforts would be justified. Research indicated that grouse habitat is very limited within the region. Researchers concluded that a restocking effort would not likely be successful at this time given the amount of grouse habitat that is currently available. The research indicated that additional habitat would need to be created and maintained before a restocking effort would result in the establishment of a grouse population in east-central Missouri.

Black Bear Research Project

Unregulated hunting and habitat changes took its toll on Missouri's black bear population and, by the 1940s, bears were considered to be eliminated from the state. Arkansas underwent a bear restoration program in the 1960s and it's thought the current resurgence of bears we are now experiencing in the state is the outgrowth of that program. In 2011 a research project was started to provide information on the movement patterns, population densities, habitat preferences and overall numbers of Missouri black bears. This information will be used to develop future bear management strategies, including a potential black bear hunting season. Department staff completed this statewide black bear population estimation project in 2012. Sixty-one different bears were captured 101 times. Captures included 36 males and 25 females. Fifty-three bears were fitted with radio collars. The weight range for captured male bears was 42 to 485 pounds, with females ranging from 70 to 220 pounds. Male home ranges averaged 127 square miles and female home ranges averaged a much smaller 40 square miles. Female bears denned in mid-November and males in early December. Males left dens in early March and females left in late March. Our population work resulted in identifying 141 individual bears and an overall population estimate of 252 bears. Black bear distribution in southern Missouri appears patchy and restricted to areas of continuous forest such as the Mark Twain National Forest.

Endangered Species

The Department annually monitors many of the 30 federally endangered or threatened species in the state. A notable highlight includes efforts to increase densities of the endangered American burying beetle (Nicrophorus americanus). The Department cooperated with the U.S. Fish and Wildlife Service and the St. Louis Zoo to release 604 paired American burying beetles on Wah' Kon-Tah Prairie in Cedar and St. Clair counties in 2013. The beetles were propagated at the St. Louis Zoo, and subsequent surveys of the release sites revealed 15 offspring. Monitoring will continue.

Of the Little Niangua River's 59 miles, 13 miles are federally designated critical habitat and 40 are within the known range of the Niangua darter (Etheostoma nianguae), a federally threatened and state endangered species endemic to Missouri. The Department worked with a private landowner to secure an easement on 35 acres of private property on the Little Niangua using the Stream Stewardship Fund to ensure restoration, protection, and management of stream habitat in perpetuity.

Invasive Species

Early detection and cooperation from landowners allowed the Department to rapidly respond to two invasive plant species invasions, Australian water clover (Marsilea mutica) and Japanese chaff flower (Achyranthes japonica). Both cases were treated and controlled, but sites will continue to be monitored. Detecting these invasive plants early makes it possible to eradicate them before they become established and cause problems.

Department staff aided the U.S. Geological Survey Columbia Environmental Research Center in eradicating New Zealand mudsnails (Potamopyrgus antipodarum) from their research facility and also organized an invasive plant workshop in Kirkwood that was well attended by St. Louis area professionals from several agencies and city governments.

Furbearers and Trapping

A combination of favorable weather and strong fur prices resulted in high participation by hunters and trappers during the 2012 fur hunting and trapping season. More than 9,000 trapping permits were sold, which is a 25-year high. Fur harvests during the 2012 season also broke records with an all-time record harvest for bobcats of 5,059 animals, a second highest of all time otter harvest, and the highest coyote harvest in 25 years. Fur hunter participation also increased. Recent survey data suggest more than 13,000 hunters pursued raccoons and more than 25,000 hunters pursued coyotes in 2012.

White-Nose Update

White-Nose Syndrome (WNS) is a devastating fungal disease in bats that was first found in New York in 2007. Missouri is home to the six bat species known to have died from the disease, plus the endangered gray bat, known to contract WNS, and the southeastern Myotis, which has tested positive for presence of the fungus. The Department has conducted extensive WNS surveillance since the winter of 2009-10. During the winter of 2012-13 biologists conducted surveillance in more than 40 sites. Nine additional caves were confirmed as WNS positive, making a total of 11 caves in four counties in Missouri that are WNS confirmed. Swab samples from 2013 indicate the presence of the fungus in two additional counties. In spite of these findings, Department biologists have not documented any bat deaths due to the disease in Missouri.

Commercial Turtle Harvest Study

Commercial turtle harvest can have a major influence on turtle populations. A cooperative research project between the Department and the University of Missouri-Columbia investigated the potential impacts of commercial harvest on populations of the common snapping, spiny softshell, and smooth softshell turtles. Study results suggest that commercial harvesting has the potential to remove a substantial portion of these turtle populations. This significant harvest potential may lead to negative impacts on turtle populations at local and larger scales. Research showed that, if these turtle populations exhibit high survival and reproductive rates, they could withstand only a low level of harvest. If it is an average or poor year for survival and reproduction, then even low levels of harvest could lead to population declines.

Conserving All Wildlife

The Department initiated the development of a Comprehensive Conservation Strategy (CCS) in January 2012 to further improve habitat conservation for fish and wildlife. Last fiscal year the Department evaluated the priority conservation opportunities across the state and selected eight places to potentially increase our investments in staff time, budget, and conservation partner energy. Working in these high-priority geographies will increase conservation delivery for important habitats, including Ozark stream health in the Current River watershed, woodland wildlife in the Ozarks, tallgrass prairie restoration in north Missouri, and savanna fish and wildlife in northeast Missouri. The CCS may be the first in the nation to fully integrate plans for forests, watersheds, and fisheries, and all other wildlife into a common framework for conservation action.

Quail and Grassland Birds

The Strategic Guidance for Missouri Grasslands Team completed the Strategic Guidance for Missouri Grasslands plan. The plan provides vision and direction for collaborative efforts among the Department, other state and federal agencies, and non-government organizations for the long-term conservation of Missouri's grassland resources on public and private land. Missouri's grasslands provide a variety of benefits including habitat, agricultural profitability, and clean water. The Strategic Guidance for Missouri Grasslands plan provides a solid framework upon which to engage a broad spectrum of stakeholders towards a common vision for sustaining the multiple benefits of Missouri's grasslands for future generations.

MOFEP

The Missouri Forest Ecosystem Project (MOFEP) is a landscape scale, long-term experiment to study the impact of different types of forest management on plant and animal populations in Missouri oakhickory forests. MOFEP highlights from fiscal year 2013 include:

- Soils: Recent findings indicated that chemical composition of soils normally considered high quality compared to those normally considered low quality were strikingly similar prior to harvesting on the MOFEP sites. Changes in critical plant nutrients were more apparent in soils considered better for plant growth than those of lower quality, largely due to higher concentrations of nutrients in the better soil type.
- Nutrient Cycling: To enhance our understanding of soil processes occurring after harvest, a study was started to monitor a host of soil characteristics. This suite of analyses will also serve as an indicator of changing soil quality.
- Overstory Retention: The overstory retention project with the University of Missouri is studying how leaving different amounts of trees after a cut affects the amount of oak reproduction gained and its growth rate. Research indicates that group openings promote oak regeneration.
- Amphibians, Reptiles, and Small Mammals: Data collection for the amphibian, reptile, and small mammal studies continued following the second MOFEP timber harvest in 2011. Analysis of small mammal data indicates that the short-term effects of the 1996 timber harvest had largely dissipated by the 2008–2010 sampling period on both even-age and uneven-age management sites, when compared with sites that were not harvested. Staff continue to work with collaborators at the University of Missouri to compile weather data for use in amphibian and reptile analyses, and to complete analysis for the amphibian and reptile datasets through 2010.

Manage Lands in Public Trust

Public Input on Area Plans

The Department manages 958 properties (totaling nearly 1 million acres) statewide for the purpose of restoring and conserving fish, forest, and wildlife resources and providing appropriate public use, research, and demonstration areas. Conservation area management plans document strategies for natural resource management and public use on conservation areas. In fiscal year 2013, staff drafted 56 plans that cover 140 conservation areas and accesses. These draft plans will be available for a public comment period during fiscal year 2014. Public review of area plans will offer a new level of transparency to Missourians, with the opportunity for anyone to comment about the management of a specific conservation area. Following the comment period, comments will be summarized by category and the final version of the area plan will contain a response to the categories of comments received. This final version (with responses to public comment categories) will be posted on the Department's website and available as hard copies at Department public offices.

Continuous Forest Inventory

In 2010, we embarked on a mission to better monitor Department forestlands. The Continuous Forest Inventory program is designed to collect and report on the condition of the forest in a statistically sound manner and report the findings annually. The demand for timely, consistent, and reliable information regarding the condition of Department forestlands is in high demand. The project is long-range in nature. Our goal is to install 462 plots over five years. In fiscal year 2013, we installed 92 plots bringing the total number of plots to 278.

Forest Best Management Practices

The Department implemented and maintained soil and water conservation best management practices for all forest-management activities on conservation areas. The Department monitors and documents compliance on all of our timber sales, and about 10 percent of these sales are audited each year. Last fiscal year, we reviewed 56 sites on 19,402 acres for proper implementation and effectiveness.

Land Management

The Department maintained active management on Department lands — especially for quail and grass-

land birds and forest and woodland habitat. In fiscal year 2013, Department staff conducted habitat management on more than 182,000 acres of public land to include: 43,000 acres of wetland, 13,000 acres of woodland/forest/savanna, 78,000 acres of cropland (66,000 acres through permittee farmers and 12,000 acres in food plots), 28,000 acres of grassland/prairie, 19,500 acres of old fields, and 500 acres of glade. In addition, forest and woodland habitat improvements were conducted on 48,446 acres of state land. This included thinning young trees on 3,376 acres, eradicating invasive plants on 1,975 acres, postsale cultural work on 834 acres, prescribed fires on 6,259 acres, 147 acres of tree planting, and harvest of 7,922 acres.

Construction

The Department completed these major construction projects in fiscal year 2013:

- Resource science storage building at Green Conservation Area
- Headquarters renovation at Schell Osage Conservation Area
- Lost Valley Fish Hatchery ambient pond renova-
- Lost Valley Fish Hatchery rearing pond underdrain system — phase 3
- Bennett Spring Fish Hatchery raceway renova-
- New monitoring system at Maramec Spring Fish Hatchery
- Structure demolition at Glassberg Family Conservation Area
- Shooting range improvements at Apple Creek Conservation Area
- William R. Logan Conservation Area shooting range renovation
- Bennett Spring Fish Hatchery new fishing platforms
- Ozark Regional office roof replacement
- Access improvements at Sims Valley Community

State Forest Nursery

The state forest nursery annually grows and distributes about 3 million seedlings of more than 60 species. The seedlings include trees and shrubs suitable for reforestation and wildlife-habitat restoration. The seedlings are planted on both public and private lands statewide. The nursery filled more than 10,700 orders involving more than 26,600 packages of seedlings, with a customer satisfaction rate of more than 99 percent. An open house and tour of the 100-acre nursery hosted more than 400 people in spring 2013.

Burr Oak Woods 30th Anniversary

The Department hosted events in October 2012 to mark the 30th anniversary of Burr Oak Woods Conservation Nature Center in Blue Springs. Burr Oak was the Department's first nature center. It hosts 80,000 visitors annually. The nature center features exhibits and interpretive programs, picnic areas, pavilions, five hiking trails, viewing/photo blind, and viewing decks and bridges.

Shooting Range Attains 4-Star Rating

The National Shooting Sports Foundation gave the Jay Henges Shooting Range near High Ridge its enviable 4-star rating. The Foundation said the range received the rating because it "introduced new features, and improved on existing conditions, while extending hours and building staff." The Foundation commended the range, stating that "the resulting customer service, solid accountability, and active communication have raised annual traffic to more than 40,000, making it one of the most visited public shooting ranges in the Midwest." Improvements made to the range in the past two years include creating a 15-target 3-D walk through the archery range, and renovating the rifle and pistol range with state-of-the-art safety features and the capacity to capture and recycle all projectiles fired.

Quick Draw Use Increases

The Department continued Quick Draw (QD) through the 2012–13 waterfowl season to further evaluate its effectiveness. QD is an Internet-based draw system for waterfowl hunters on Eagle Bluffs, Grand Pass, and Otter Slough conservation areas, three of the Department's 15 conservation areas that offer managed waterfowl hunting. The popularity of Quick Draw (QD) has steadily increased each year since its launch.

During the 2012–13 season, the QD system allocated 80 percent of the available hunting spots to QD and 20 percent to the poor-line. A hunter survey was conducted in which 3,700 applicants participated, and nearly 54 percent of the participants indicated that they wanted the ratio of QD spots lowered. To demonstrate responsiveness to hunter feedback, a modest 75:25 adjustment will be made in the 2013–14 season to allow staff to monitor the effects of such an adjustment. Because only a slight majority of the

survey participants expressed an interest in lowering the QD ratio, the Department wanted to honor their desires while also considering the views of the hunters who did not recommend a change. Additionally, a modest adjustment also ensures that the benefits of QD remain available to hunters.

Land Acquisition

For the conservation and public use, about 2,197 acres of land in nine counties were purchased and approximately 455 acres in three counties were donated. Department land purchases included additions to: LaBarque Creek Conservation Area, Black Island Conservation Area, Toronto Springs Conservation Area, and Brickyard Hill Conservation Area. Land donations to the Department included: 362 acres as a new conservation area in Taney County; 48 acres as an addition to Nodaway Valley Conservation Area in Andrew County, and 44 acres as an addition to Wilhelmina Conservation Area in Dunklin County.

Golden Anniversary Wetlands Initiative

The Department continues to rehabilitate five of the oldest wetland management areas in the state through the Golden Anniversary Wetlands Initiative, including Ted Shanks, Montrose, Fountain Grove, Duck Creek, and Schell-Osage conservation areas. Renovation efforts at Montrose CA are complete. The Ted Shanks CA restoration is complete with enhancements underway for sections owned by the U.S. Army Corps of Engineers. The North American Wetland Conservation Act grant at Fountain Grove CA was completed. Duck Creek CA completed one of two construction phases with efforts focused primarily on the testing and evaluation of infrastructure and equipment after early summer flooding. S pecies response to habitat restoration on the area have exceeded expectations. Duck Creek CA design and planning continues into second-phase construction. The Schell-Osage CA renovation took a major leap forward as Light Detection and Ranging data were acquired to make landscape planning and initial design possible.

Natural Communities

This year, 2,042 acres were added to the Ha Ha Tonka Oak Woodland Natural Area in Camden County owned and managed by the Missouri Department of Natural Resources, Division of State Parks. This addition adds high-quality woodlands and glades to the existing natural area within Ha Ha Tonka State Park. Natural Areas represent the best examples of natural communities and/or natural features in the state.

Sound Financial Accountability

Internal Audits

The Department employs one full-time internal auditor who performs regular, independent audits to ensure that public funds are expended in a responsible manner. During the year ending June 30, 2013, there were no major findings noted with the business practices reviewed.

Internships Encourage Diversity

The Department began its 10th year of an internship program. Objectives are threefold: expose students to a variety of professional tasks and the Department's culture, mentor promising students in disciplines in which job candidates are scarce, and attract students with diverse cultural backgrounds to contribute to the Department's workforce. In fiscal year 2013, 12 students worked in internship positions, which were diverse in both location and job responsibilities. The students represented six colleges and universities.

Disaster Relief

The Department's promise to serve extended to assisting with two Missouri flood disaster situations. At the request of Missouri's State Emergency Management Agency (SEMA), Department staff provided services to affected communities, including using heavy equipment, ATVs, boats, and vehicles to maintain levees, transport sandbags, and assist with water rescue. Staff provided security details and traffic control when needed.

Montauk Water Recirculation System

Over the last 10 years Montauk Hatchery has been the recipient of several capital improvement projects designed to enhance its fish production capabilities. New systems include: oxygen injection, mill pool water recirculation, mill pool auxiliary generator, and the recently completed lake raceway water recirculation system.

The new pumping system is set up so water can be recirculated for the entire system or for any one of the four raceways. The recirculation system allowed the Department to keep the lake raceway system in

operation. Montauk would have had to transfer fish to our other hatcheries if the recirculation system had not been in place.

Hatchery Renovation Pays Dividends

Four major projects that began in 2006 at Roaring River Hatchery were recently completed to address water needs, repair aging raceways, add a liquid oxygen system, and make building improvements. A typical good year for the hatchery was production of around 220,000 fish. In 2012, Roaring River had a record year of production of 538,801 fish in the midst of a very severe drought. Mortality was only 2.9 percent. The new liquid oxygen system allowed the hatchery to keep more fish on hand as the spring discharge dropped. The stocking target of 236,737 12.5-inch fish was met with the hatchery only needing 2,253 fish from other hatcheries.

New oxygen and ultraviolet water treatment systems in the hatchery have reduced mortalities of egg to three-inch fish by more than 60 percent.

Staff reduction impacts at the hatchery were minimized with the construction of a new feed and storage building that allows for the unloading of trucks with only one person in about an hour. This task used to require five employees to work for half of a day. A new alarm system has been installed that continuously monitors all 40 pools for oxygen and water levels. This system has also increased our ability to work with less staff.

Several years of planning and construction are starting to pay off in a big way. Two additional projects currently in the design phase will address an aging water recirculation pump and further improvements to the hatchery building.

Best Bid System

A new system for evaluating bids on state and private land timber sales was instituted. The Best Bid system looks at additional qualifications and performance factors rather than just the monetary bid for a timber sale. This new system moves towards a performance-based approach rewarding loggers who demonstrate good performance. The system provides an incentive for logging crews to send crew members through training and implement best management practices to minimize impact to residual trees, reduce soil erosion, and protect water quality. It acknowledges the performance and commitment of Missouri Master Loggers. It also provides landowners with the knowledge and confidence that trained and certified loggers are available to assist with management of their forest.

Conservation Goals and Priorities

The Department developed goals and conservation priorities for fiscal years 2013 through 2014 to serve as an annual strategic plan. The conservation priorities address the most important conservation challenges within the next three years. To increase communication of the goals and priorities, a brochure and video presentation were prepared about the Department's mission, vision, goals, and priorities. View the video at youtube.com/watch?v = LrqZNPjy4sw.

Citizen Involvement/Education

Social Media

Social media connects the Department with Missourians. The Department's Facebook page has more than 52,000 "likes" and reaches almost 39,000 people per week who share our information with more than 5.5 million friends. Our Twitter feed has more than 4,100 followers who then pass our tweets along to thousands more. The Department's You-Tube channels contain more than 1,000 videos and average about 100,000 views per month with more than 8 million total views. Department online photos through Flickr offer about 850 images with more than 2,500 reader photos, which have had more than 295,000 lifetime views. To follow the Department on Facebook, Twitter, YouTube, or Flickr, or to receive RSS feeds, visit mdc.mo.gov and click on the icons at the bottom of the page.

Discover Nature Schools

Discover Nature Schools helps teachers engage students in hands-on, outdoor, place-based learning. Discover Nature Schools units are available for kindergarten through high school and are in 70 percent of Missouri school districts. Thus far, 142 schools taught the primary unit, 501 schools adopted the elementary habitats unit, 322 schools taught the middle-school aquatic unit, and 163 schools adopted the high school ecology unit. A pre-kindergarten unit is in development. Home schools also use the Discover Nature units.

Along with student books, teacher guides, and science notebooks for each unit, the Department provides free training and grants for exploration equipment, outdoor classroom materials, and field

experiences. Conservation grants supporting Discover Nature Schools totaled \$250,641.

In addition, teachers were introduced to the Discover Nature Schools Science Fair initiative in January 2013. The initiative was promoted through the Department website, Missouri Conservationist magazine, press releases, Twitter, and Facebook.

Hunting and Fishing Opportunities

During the past fiscal year, we issued 5,249 hunting-method exemptions to help disabled hunters enjoy Missouri's outdoors. We also issued 358 group-fishing permits to help Missourians who otherwise might not be able to participate and learn about outdoor fishing activities.

Agent Outreach Efforts

Conservation agents represented the Department at 5,642 meetings with civic groups, schools, church groups, and other organizations. Agents completed 5,112 radio and television programs, published 2,750 newspaper articles, and conducted 1,844 exhibits. As part of their community relations efforts, agents contacted more than 529,289 citizens and answered 152,995 phone calls.

Technical Assistance to Landowners

The Department provided timely and responsive service to landowners through 66,704 rural and urban contacts, including 6,286 on-site visits. Assistance was offered to landowners who wanted help with habitat management plans. Staff also answered 4,911 requests for wildlife nuisance assistance, including 1,212 on-site visits. In addition, conservation agents made 22,366 resource management contacts, which include assisting landowners with wildlife nuisance problems.

Wildlife Damage Management

The Wildlife Damage Management program helps landowners experiencing wildlife conflicts. This is done through phone calls, mailings, workshops, and on-site visits. This program serves more than 4,900 landowners annually. In addition, wildlife damage biologists gave 91 programs on trapping and damage prevention to 7,994 participants. This program also reached Missouri citizens by participation in 36 special events, 33 trapping workshops, and 22 media contacts. The program maintains partnerships with other agencies and groups including the Missouri Trappers Association, U.S. Department of Agricul-

ture (USDA) Animal and Plant Health Inspection Service – Wildlife Services, Missouri Department of Agriculture, Missouri Department of Natural Resources, and the USDA Forest Service.

Call Before You Cut

Call Before You Cut is a voluntary forest landowner information program. Landowners are urged to call a toll-free phone number or visit a website for information about the benefits of a professional forester. In fiscal year 2013, 361 landowners covering 34,106 acres requested information. Since 2009, 1,306 landowners who control more than 146,004 acres of forest have been sent information.

Habitat-Management Workshops

The Department held or participated in more than 727 habitat management workshops and field days for more than 38,000 private landowners. The workshops focused on management techniques to benefit early successional wildlife such as quail, rabbits, and grassland birds.

Private Lake and Stream Management

We responded to 4,741 requests for watershed, floodplain, riparian corridor, stream or lake management information and/or technical assistance. We made 630 on-site visits and wrote 75 recommendations or management plans. On-site work included 128 fishpopulation surveys, 24 renovations, and 50 fish-kill investigations. Staff conducted 30 stream or lake management workshops for 1,218 people. We also coordinated or participated in 17 active watershedmanagement projects.

Blue Catfish Open Houses

Open houses were held in Camdenton, Clinton, and Warsaw to discuss blue catfish management in Lake of the Ozarks and Truman Lake. Trends have shown an overall decline in the number of larger blue catfish in these two lakes. In total, 190 people attended the meetings. We received 135 written comments. There was a general belief among rod and reel catfish anglers that setlines were the cause of the decline and should be restricted. However, in the case of these two lakes, there is a need for setline harvest of small blue catfish to improve growth rates. Overall, comments relating to the proposed regulation change were favorable. The Commission approved the regulation.

Commercial Fishing Meetings

The Department hosted five information meetings in September across the state to meet with commercial anglers. These meetings were held in Cape Girardeau, Hannibal, St. Louis, Kansas City, and Jefferson City. Current reporting requirements, regulations, catfish harvest, roe fisheries, and Asian carp were topics of discussion. The Department has tracked harvest data from commercial fisherman since 1945. Commercial fishing is allowed on the Missouri River, Mississippi River, and portions of the Saint Francis River

Angler Recognition

The Department presented a Master Angler certificate to 244 anglers. We issued new state records to anglers for bowfin, gizzard shad, longnose gar, and shovelnose sturgeon.

Trout Opening Day

A total of 5,727 (5,114 adults and 613 youth) people participated in opening day at the four trout parks even though opening day fell on a weekday with freezing temperatures and a light snow fall. Montauk led opening day tag sales with 1,846. Roaring River, where Cassville schools postpone classes every year for opener, took the honors for the most youth tags sold at 281 (1,609 total). The final tally for Bennett Spring was 1,345. Meramec Spring had 927.

Free Trees Promote Forest Awareness

In conjunction with the Missouri Department of Transportation, we provided free trees to nonprofit groups. Scout troops, Stream Teams, school groups, conservation groups, and communities used them for projects in both urban and rural areas. The program increases an awareness of Missouri's forests and the benefits of trees. For Arbor Day 2013, we distributed white oak seedlings to more than 94,500 fourth-grade students statewide.

Outstanding Forest Stewards

The Department and the Missouri Community Forestry Council jointly sponsored the Missouri Arbor Awards of Excellence. This program recognizes those throughout the state that act as good stewards of tree resources. Award categories include municipalities/governments, organizations, individuals, and businesses. Awards went to Chris Fenske, the city of St. Peters, and Summersville R-II Schools. In addition, a three-way partnership between Missouri Future Business Leaders of America - Phi Beta Lamsdu, Crowder College Phi Beta Lamsdu, and the Missouri Southern University Phi Beta Lamsdu chapter was recognized. Citations of Merit were presented to 3M Foundation and the City of Springfield. Award recipients were recognized at the Missouri Community Forestry Council's annual conference held in Joplin in March 2013.

Conservation Volunteers

Volunteers are important Department partners. Volunteer highlights in fiscal year 2013 include:

- Volunteer Conference: More than 200 people participated in a first-time conference that brought together nature center, shooting range, hunter education, and Protection volunteers. Department staff and guest speakers presented more than 30 sessions with topics ranging from black bear, catfish, and forest pests to learning styles, mentoring newcomers, and verbal judo.
- Protection Volunteers: Missouri has 107 Protection volunteers who donated about 7500 hours this past year assisting conservation agents. Protection volunteers help with everything from hunter education classes, outdoor skills programs and wildlife surveys to radio programs, nuisance wildlife calls, and special enforcement patrols.
- Stream Teams: Missouri has 3,948 active Stream Teams statewide. Volunteers donated 136,218 hours and their accomplishments included removing more than 934 tons of trash, planting 6,300 trees, and stenciled 3,249 storm drains. This year the Missouri Stream Team Watershed Coalition completed The State of Missouri's Streams: Summary of Chemistry Data 1993-2010. To read the report, visit mstwc.org.
- Missouri Forestkeepers Network: The Missouri Forestkeepers Network is a volunteer program interested in forests and forest monitoring that includes more than 2,600 individuals, groups, and organizations. Members volunteered 37,154 hours valued at \$805,886 using the Independent Sector's value for volunteer time. Missouri Forestkeepers Network focused on providing members with technical information and promoting landowner events. Members also participated in a mast survey and conducted a search for butternut trees. The Heritage Woods program is managed through the Missouri Forestkeepers Network and was promoted to people who own smaller parcels of land.
- Missouri Master Naturalist: Through 12 chapters, Master Naturalist volunteers donated more

than 50,000 hours to conservation projects. Accomplishments included flora and fauna monitoring, tree planting, native seed collection, invasive species removal, trail construction, habitat restoration, and outreach and education. Volunteers collectively participated in 11,400 hours of advanced training. Six initial training courses were conducted resulting in 165 new volunteers joining the program.

- Facilities: Volunteers at the Department's interpretive sites, nature centers, and staffed shooting ranges contributed in excess of 55,000 hours of service assisting staff with programs, visitor relations, and area maintenance.
- Hunter Education: Volunteer instructors contributed more 11,000 hours delivering hunter education in Missouri.

Forest Management for Landowners

The Department provided forest management onsite technical assistance to 1,566 landowners statewide impacting 75,614 acres. A total of 356 plans covering 33,685 acres were written. In addition 74 private land timber sales were marked and 189 landowners were referred to a forest consultant.

Logger/Landowner Grant

In fiscal year 2010 the Natural Resource Conservation Service awarded the Department a \$386,000 National Conservation Innovation Grant to establish a trial cost-share program. This program is designed to be a partnership between loggers and landowners. Loggers of approved projects are paid \$10 to \$20 per acre to implement best management practices and landowners receive \$5 per acre. The concept behind splitting the incentive is that the logger has the responsibility for establishing erosion prevention measures on timber sales and the equipment to implement the practice, and the landowner is responsible for maintenance. In fiscal year 2013, 35 projects were approved covering 2,899 acres and providing \$55,808 in cost share to loggers and \$14,494 in cost share to landowners.

Logger of the Year

MDC recognized Dustin Lindgren of Patton as Missouri's Logger of the Year for practicing sustainable forest management. The logger must complete the Professional Timber Harvester's Training Program. Rickie McBride (RAM Logging) from Winona was selected as the recipient of the Ozark Region Logger of the Year award for 2013. To be considered for the

award loggers must meet the following criteria: a) Must be practicing sustainable forest management, have good forest product utilization, and are implementing best management practices b) Must have low residual tree damage on their harvests c) Must be practicing safe work habits and preferably using all the safety equipment.

Trees Work Campaign Launched

The Department launched the Trees Work campaign to reach Missourians with the message that trees provide benefits and need care. So far, the campaign efforts include a website (treeswork.org), five radio ads, magazine and newspaper print ads, and promotional items. A grant was secured through the Missouri Conservation Heritage Foundation to purchase wooden Trees Work promotional items. Other work associated with the campaign included a mail survey to 6,700 Missourians. The survey captured information about Missourians' knowledge of the benefits provided by forests. This baseline information will be used to measure success of future outreach efforts.

Revised Paddler's Guide to Missouri

Canoeists, kayakers, and others can discover Missouri rivers and streams with the help of the Department's revised Paddler's Guide to Missouri. The guide features 58 Missouri rivers and streams. One of the Department's all-time best-selling books since its initial release in 1965, this publication has been Missouri's go-to paddling resource ever since. Each waterway includes easy-to-read maps, descriptions of access points, camping, state parks, and conservation areas along the way.

75th Anniversary Publication

The Department's new book, The Promise Continues: 75 Years of Conservation in Missouri, describes the evolution of Missouri's citizen-led conservation movement and the progress made in forest, fish, and wildlife management during the past 75 years.

Landowner Led Conservation Habitat Cooperatives

The Department and non-government organizations provided 45 wildlife and habitat cooperatives information through workshops and educational meetings in fiscal year 2013. Several cooperatives that have a focus on quality deer management (there are other co-op focuses as well such as allwildlife, woodland, quail, and prairie) are finalizing data from their trail camera surveys, while many more are preparing to gather observational and harvest data for the 2013-14 hunting seasons.

The Department has a planned increase in the number of cooperatives, with organizational meetings scheduled for 12 new cooperatives. Biologists from the National Wild Turkey Federation and Quail Forever plan to assist in the development of some of these cooperatives in an effort to meet the varying interests of landowners. Any newly formed cooperative will be tasked with establishing goals and objectives to solidify the group and aid the members in task management.

Wildlife Webcams

The Department expanded the wildlife webcams in the spring of 2013 from one camera to three to increase citizen involvement and help them connect with nature.

- West Alton Falcon Cam: The Department, Ameren Missouri, and the World Bird Sanctuary provided more than 50,000 people with a view of peregrine falcons raising chicks in a nesting box at Ameren's Sioux Energy Center near West Alton, Missouri. Educational materials for teacher or parent use were added this year. Ameren funded most of the costs and provided most of the technical support.
- Runge Conservation Nature Center Wildlife Viewing Cam: The Department has installed a web cam at the Runge Nature Center in Jefferson City. The web cam shows the bird feeding area.
- Kansas City Falcon Cam: Kansas City has one webcam this spring on the Commerce Bank building where a peregrine falcon nest box has been installed for several years.

Smallmouth Bass and Rock Bass **Angler Survey**

Smallmouth bass (SMB) and rock bass (RB) fishing are popular with Missouri stream anglers. Staff completed a survey of 7,266 anglers who reported they had fished for or caught smallmouth bass or rock bass, asking them to report their opinions and their smallmouth bass and rock bass fishing activities. We found that these SMB/RB anglers typically fished Missouri streams most for smallmouth bass, followed by largemouth bass and rock bass. Statewide, SMB anglers took an average of 10.2 smallmouth bass trips and caught an average of 7.1 fish per trip, while harvesting 1.9 fish per trip. RB anglers took an average of 9.3 SMB trips and caught an average of 6.9 fish per trip, keeping 4 fish per trip. Wade or bank fishing was the most popular fishing method (92.1 percent) with only 1.5 percent of anglers indicating they "never" wade or bank fish. Float fishing was the second most popular method (73.8 percent). The most popular means of stream access was a designated public access (94.6 percent).

Listened to Missourians

The Department believes that part of delivering excellent public service is to listen and understand what Missourians say about conservation programs and services. We conduct a variety of scientifically sound, unbiased, and representative efforts each vear to understand public opinions, expectations, and recreation participation. This information guides decisions about regulations and forest, fish, and wildlife management.

In fiscal year 2013 there were 53 activities that involved 83,802 people. These included surveys, focus groups, open houses, comments and presentations to the Regulations Committee, and contacts with the Department's ombudsman. Examples of efforts included the 2013 Conservation Opinion Survey (mailed to 17,000 Missourians), a Forestry marketing campaign ("Trees Work") survey, a survey of waterfowl hunters, four quick draw focus groups, five commercial fishing open houses, three blue catfish regulation open houses, five paddlefish open houses, six CWD public meetings, a crayfish regulation working group meeting, a flow regime public forum, and visitor surveys at Cape Girardeau Conservation Nature Center and Shepherd of the Hills Fish Hatchery. In addition, the Department's ombudsman and Missouri Conservationist magazine staff received a wide variety of questions and comments throughout the year.

Missourians' and Their Community **Trees**

To better understand citizen attitudes towards certain community forestry issues, such as hazard trees, topping, and urban sprawl, a survey questionnaire was mailed to more than 16,000 randomly selected recipients in 44 selected Missouri communities, with a response rate of about 30 percent. Our goal was to determine the issues citizens in these communities felt to be most pressing, the support for passage of two hypothetical ballot issues, and the knowledge level citizens have about the tree program in their community.

Engage Partners at all Levels

County Aid Road Trust

The County Aid Road Trust program enables the Department to cost share maintenance of roads accessing Department areas with 39 counties and other local governments statewide. While not all roads are eligible, the program provided about \$530,000 statewide last fiscal year.

Monitoring Forest Health

The Forest Health program is an effort among the Department and other state and federal agencies to monitor and evaluate forest health and provide information to Missourians. Primary threats to forest health in Missouri are oak decline, oak wilt, sporadic insect outbreaks, weather disturbances, and introductions of invasive species.

Forest Health staff also provide diagnostic services on all forms of forest insect and disease agents. Forest and pest management recommendations are provided to private landowners, forest managers, arborists, and the green industry. In fiscal year 2013, staff responded to 3,602 requests for assistance with forest health issues. Citizens are also encouraged to report suspected infestations through a tollfree phone number, a website, or an email. Forest Health staff investigate these reports.

- Gypsy Moth Trapping Survey: The Department and cooperating state and federal agencies completed the annual gypsy moth trapping survey in August 2012 with only one moth captured statewide. The Department monitored more than 3,300 traps in St. Louis, Ozark, and Southeast regions and provided GIS and data management services for all agencies participating in the survey. Missouri has no known reproducing gypsy moth populations.
- Thousand Cankers Disease of Black Walnut: A grant from the U.S. Forest Service State and Private Forestry funding monitoring and outreach for thousand cankers disease (TCD) of black walnut began in fiscal year 2012 and continued in fiscal year 2013. Staff conducted visual surveys for TCD and placed traps for the insect that spreads the disease at high-risk locations. No TCD was detected in Missouri. Department staff worked with the Missouri Department of Agriculture to draft a TCD Action Plan.

Department staff assisted with research by U.S. Department of Agriculture Forest Service Northern Research Station and University of Missouri scientists to evaluate insects and fungi attacking stressed black walnut trees in Missouri.

The Department provided funding for University of Missouri research to evaluate black walnut germplasm for possible resistance to TCD.

• Emerald Ash Borer: Additional populations of the emerald ash borer (EAB) were detected this year for the first time since the initial discovery in Wayne County in 2008. An alert arborist in Platte County reported a suspect EAB infestation to Department foresters in July 2012. Staff from Missouri Department of Conservation, Missouri Department of Agriculture (MDA), and U.S. Department of Agriculture (USDA) responded with an intensive visual survey of ash trees in Platte County and surrounding areas. The annual EAB trapping surveys by MDA and USDA also revealed in late summer 2012 and June 2013 that the EAB infestation in southeastern Missouri had expanded to other counties surrounding Wayne County, and an additional population existed in Pulaski County. In response, MDA and USDA expanded the EAB quarantine to include Platte and Clay counties in the Kansas City area; and Pulaski, Shannon, Carter, Reynolds, Iron, Madison, Bollinger, and Wayne counties in southern Missouri. The Department continued serving as a gateway for Missourians to report suspected invasive forest pest infestations through phone and web-based reporting systems.

Fire-Suppression Training

The Department supports volunteer fire departments in many ways. One way is by providing annual wildland fire-suppression training to fire departments throughout the state. We conducted 31 sessions and trained more than 544 local firefighters in fire behavior, suppression techniques, and safety at no cost to the fire departments or the volunteers. In addition, we also provide instructors and logistical support for the Midwest Wildfire Training Academy held in Jefferson City each year. This academy draws thousands of participants from throughout the state and the Midwest.

Volunteer Fire Departments

The Department, in cooperation with the U.S. Forest Service, provided \$354,467 in grants to 182 volunteer fire departments. Rural fire departments provide the first line of defense against wildfire. Those serving populations smaller than 10,000 people can

participate. These grants help fund protective clothing, equipment, and training.

Equipment was also provided to fire departments through two federal programs. Through the Federal Excess Property Program we obtained equipment valued at \$3,383,794. The new Fire Fighter Program obtained equipment valued at \$2,040,321. Coordination of these programs is managed by the Department's Rural Forest Fire Equipment Center located in Lebanon. The Department's volunteer fire department assistance program has assigned more than \$75 million in total value of equipment to volunteer fire departments since its inception in 1951.

Interstate Wildlife Violator Compact

Missouri participates in the Interstate Wildlife Violator Compact. The compact - 38 state wildlife agencies - agrees to reciprocally honor revocations/suspensions of hunting, fishing, and trapping privileges for wildlife-related violations.

During fiscal year 2013, 1,885 people from other states had their privileges revoked in Missouri through the compact. The Missouri Conservation Commission revoked an additional 163 and submitted them to the compact. Participation in the compact also benefits Missourians who travel to other member states for hunting and fishing activities. If found in violation, they may be given the opportunity to resolve the citation by mail rather than being required to post a bond before leaving the member state. They are subject to revocation by all states in the compact, if the citation is ignored.

Share the Harvest

Conservation agents coordinate and support the Share the Harvest program with the Conservation Federation of Missouri, local charitable organizations, and local meat processors. In 2012, approximately 6,244 hunters donated 318,115 pounds of venison to less-fortunate Missourians. Since the start of the program, nearly 3 million pounds of deer meat have been donated to Missouri citizens. Hunters who donate an entire deer may receive a \$60 reduction in the processing price from the Conservation Federation of Missouri. In some cases, local organizations provide additional funds for processing so there is no cost to hunters who donate deer. Hunters also may donate part of their deer to the Share the Harvest program.

Operation Game Thief/Forest Arson

Operation Game Thief/Forest Arson continues to help catch wildlife poachers and forest arsonists. The programs allow anonymous callers to report violations, and callers are eligible for rewards if arrests are made from their calls. Last year Operation Game Thief (OGT) led to 346 convictions from 1,112 telephone calls. Conservation agents investigate each violation reported. In calendar year 2012, \$8,150 in reward money was paid to callers.

New Fishing Platform at **Bennett Spring**

Anglers who like to fish at Bennett Spring found two new fishing platforms completed in time for the March 1 trout opener. A disabled accessible fishing platform with complementary sidewalk and parking area was constructed on the east side of the stream just below the dam. Another new fishing platform was built directly across the stream. The Missouri Conservation Heritage Foundation raised more than \$60,000 from local businesses and organizations to fund this project. The project was a joint effort between the Department and the Missouri Conservation Heritage Foundation.

Timber Harvester Training

We work with Missouri's forest products industry to monitor the use of our state's forest resource. The Missouri Forest Products Association and the Department sponsor logger training courses on forest management principles, new techniques and concepts, and enhancing safety. Nine workshops were held across the state training 90 loggers in fiscal year 2013. There are a total of 388 loggers in the state have attended this training and are current on their continuing education requirements.

Stream Stewardship Trust Fund

The Stream Stewardship Trust Fund is an in-lieu fee program created to restore, enhance, and/or protect stream systems and associated riparian habitats. The program and funds are administered by the Missouri Conservation Heritage Foundation, and the Missouri Department of Conservation applies for grants to use toward protecting stream resources. In fiscal year 2013, 14 projects costing \$1,330,805 were approved to protect Missouri's stream and riparian corridors.

Smithville Lake Habitat Improvement

The Smithville Lake Habitat project had four phases. During the first phase, the U.S. Army Corps of Engineers and Clay County Parks placed rip-rap on 3,000 linear feet of two of Smithville's most highly erodible points. The project used 5,500 tons of rock. The second phase included hinge cutting trees along the shoreline to improve shallow water habitat. Department staff were able to hinge cut trees along seven miles of shoreline in one day. The hinge cut trees are doing their job and each tree was full of young bass during our spring fish surveys. The third phase included installing 275 large brush piles throughout the lake. Volunteers logged nearly 1,000 hours over seven days assisting with the installation. The final phase of the project was installing the rock piles. We placed 2,200 tons of rock in the lake, which created nine large rock piles and six large boulder fields.

Joplin Tornado Assistance

After the destructive tornado that tore through the communities of Joplin and Duquesne in May 2011, the Department secured special funding from the U.S. Forest Service to help both towns address tree issues. Part of the funding from this grant was used to hire an hourly employee to serve as a tree recovery coordinator to work with both communities, citizens, and volunteer groups. In fiscal year 2013, the coordinator worked with the City of Joplin facilitating the planting of more than 10,758 trees; and enabling the distribution of hundreds more trees to homeowners; coordinated the work of more than 3,500 volunteers providing 21,000 hours of assistance; provided input on revisions to city ordinances that impact trees; and coordinated offers of financial assistance totaling more than \$160,000 for tree restoration.

Financial assistance to Forest ReLeaf of Missouri allowed them to expand production in their tree nursery to provide thousands of trees to Joplin and Duquesne in fiscal year 2013. Funding through the Tree Resource Improvement and Maintenance cost share program was provided to the city of Joplin for educational efforts and to the Joplin R-VIII School District for pruning education and planting.

Community Fisheries Assistance

Through the Community Assistance Program and the closely related Corporate and Agency Partnership Program, the Department enters into agreements (usually 25-year) with cities, counties, state and federal agencies, businesses, foundations, schools, and colleges. Under these agreements, the Department

provides fisheries management at existing lakes and ponds and cooperatively develops and maintains facilities for anglers and boaters at lake and stream areas. The Department has agreements with 117 partners for the cooperative management of 168 public lakes, 42 stream-access areas, four lake-access areas, and 10 aquatic education ponds.

The Department and its partners constructed or improved fishing and motorboat access facilities at Hazel Creek Lake (City of Kirksville; Adair County), Brookfield City Lake (City of Brookfield; Linn County) and Clarksville Riverfront Park (City of Clarksville, Pike County).

The Department entered into new agreements with Perry County for the cooperative management of Legion Lakes 1 and 2, and with Platte County for the cooperative development of boating access facilities at Platte Landing Park on the Missouri River.

Firewise Communities

Twenty communities in the fire protection districts of Redings Mill, Carthage, and Lake Ozark were recognized nationally as Firewise Communities USA. Firewise Communities USA is a Nation Fire Protection Association program co-sponsored by the U.S. Forest Service, the U.S. Department of Interior, and the National Association of State Foresters. Its goal is to promote community use of technologies, policies, and practices that minimize the loss of life and property to wildlife, independent of fire-fighting efforts.

Community Tree Care

The Department's Tree Resource Improvement and Maintenance (TRIM) cost share program helps communities address care of their tree infrastructure. Emphasis is placed on projects which address long term goals and improve the health of the urban forest. In fiscal year 2013, TRIM received 71 applications. The Department spent close to \$304,000 funding the 36 best applications. Successful applicants receive 60-75 percent of total project cost up to \$10,000. Applicants matched the Department's contribution on average by 52 percent providing \$335,000 in local match.

A pilot program increased the maximum grant size to \$25,000. Three applications were funded, completing two urban forest canopy assessment projects and a large community inventory.

75th Anniversary of Pittman-Robertson Wildlife Restoration Act

During fiscal year 2013, the U.S. Fish and Wildlife Service (USFWS) and all state fish and wildlife agencies celebrated the 75th anniversary of successful wildlife management through the remarkable legacy of the Pittman-Robertson Wildlife Restoration Act passed in 1937. Along with the passage of the Dingell-Johnson Sport Fish Restoration Act in 1953, the Pittman-Robertson Act is the foundation of the USFWS Wildlife and Sport Fish Restoration Program, providing federal assistance funds to state fish and game agencies to carry out their mission and to provide hunting and fishing opportunities for the sporting public. The two acts mark the triumph of American conservation, founded on public ownership of wildlife, the reliance on partnerships, and a strong commitment to preserve our natural heritage. In fiscal year 2013, the Department received \$9,112,451 from the Sport Fish Restoration Program and \$11,796,980 from the Wildlife Restoration Program.

44 City Sample Tree Survey

To highlight the results of the 44 city sample tree survey, 10 workshops and one webinar were held reaching more than 230 people in fiscal year 2013. The 284 sample plots in 44 Missouri communities were resurveyed in fiscal year 2011. These plots are revisited every ten years to capture changes, and this is the third survey. The replacement cost of trees inventoried is \$1.56 billion and the trees inventoried provide \$148 million annually in benefits. Results were used to track changes in Missouri communities and to help communities statewide manage their natural resource.

Survey of Missouri Loggers

A mail survey of 1,047 loggers in Missouri was conducted. This 15-question survey had a 16 percent response rate. Questions were designed to gather ideas on how the Department's forest products program could better serve this sector of the forest products industry. Results from the survey show a need for greater advertisement of programs like the Professional Timber Harvester Program and the Missouri Master Logger certification. An overwhelming concern was noted over the high cost of doing business and the lack of a next generation of loggers. All suggestions and concerns will be carefully considered as we strive to continuously improve delivery of this program.

Forest Management Guidelines

The Department worked in cooperation with various organizations from the Missouri Forest Resources Advisory Council to develop the Missouri Forest Management Guidelines. Five technical teams were created, which included more than 30 subject matter experts representing 16 different organizations, institutions, and agencies. These voluntary guidelines describe the forest best management practices that are most likely to achieve a sustainable forest resource. The final document will be complete in fiscal year 2014 and will be peer reviewed, based on the best available scientific research, and will be presented for public comment to ensure that it achieves the social, environmental, and economic objectives for sustainability.

World Archery Finals

The National Archery in the Schools Program (NASP) World Tournament was held in June 2013 in St. Louis. This was the fifth consecutive NASP World Tournament and the first tournament of its kind held in Missouri. The Missouri Department of Conservation was co-host for this two-day event with more than 50 employees and volunteers helping to make the tournament a success. There were 3,045 students participating, representing 175 schools from 22 states and two Canadian provinces. Participants ranged in age from grades 4 to 12. More than 2 million students participate in NASP throughout the world.

Archery in the Schools

Missouri National Archery in the Schools (MoNASP) is coordinated through the Missouri Department of Conservation and the Conservation Federation of Missouri in partnership with 290 participating schools and numerous supporting organizations throughout the state. MoNASP is an affiliate of NASP and promotes education, self-esteem, and physical activity through the sport of archery to more than 63,000 Missouri students.

The fifth annual MoNASP state tournament, held in March 2013 at the University of Central Missouri in Warrensburg, drew 1,438 student archers in grades 4-12 from 74 schools across the state and more than 7,500 observers and supporters.

River Basin Management

The Department participates in multiple interstate technical working groups and restoration program coordinating committees to implement ecosystembased management of the Missouri, Mississippi, and White rivers and their floodplains. Overall focus is on conserving natural resources and enhancing recreation opportunities, while working within a multiple-use system that includes transportation, water supply, and energy development.

Through the U.S. Army Corps of Engineers' Upper Mississippi River Restoration — Environmental Management Program, the wetland complexes at Ted Shanks Conservation Area are being updated and enhanced. Work progresses on the Lower Mississippi River Resource Assessment, a multiple partner effort to identify needs for river management, habitat improvement, and river-related recreation, with the ultimate goal of developing a program to improve resource conditions on the lower river for citizens to use and enjoy.

Promoting Alternate Energy

The Department is participating in an industry-supported, multi-state effort with the U.S. Fish and Wildlife Service to develop a habitat conservation plan to address wind energy development and endangered species. The plan would allow for timely processing of wind energy development projects while addressing and minimizing impacts to sensitive resources.

Invasive Species Control with MoDOT

Staff from the Missouri departments of Conservation and Transportation completed the spraying of approximately 140 acres of rights of way to control the spotted knapweed invasion in Bollinger and Madison counties. Efforts have reduced several large infestations and headed off several spot infestations of spotted knapweed and teasel throughout Ste. Genevieve and St. François counties.

In Northwest Missouri, the first year of this partnership resulted in the spraying of large infestations of teasel and sericea lespedeza along MoDOT rights of way in eight counties.

Spotted knapweed control efforts in the Ozarks occurred on two fronts during fiscal year 2013. The first was a pilot project in Texas County to use root and flower weevils to aid in control efforts of the noxious weed. Funding to landowners wishing to release the weevils was made available through the Department's Landowner Assistance Program (LAP). Five landowners participated with approximately 240 acres treated. In the second effort, the Department provided herbicides to MoDOT to treat for knapweed in rights of way along approximately 45 miles of highway.

MU Research Farms Partnership

- University of Missouri Bradford Research and Extension Center: The annual Quail and Pollinator Field Day continued to demonstrate the integration of wildlife conservation into commercial agricultural. Pollinator and biofuel research, including using natives for biofuel, continues.
- University of Missouri Forage Systems Research Center: Progress continued with funding to develop a forest stewardship plan for the Research Center. The Department assisted with two workshops involving cattlemen/students. Plans were developed to implement 40 acres of timber stand improvement and begin a timber sale on other acres.
- Graves-Chapple Research Center: Work began in earnest on a loess hills prairie restoration demonstration project at the Research Center. Woody cover control on four acres was completed. Prairie restoration continued on two adjacent private landowners' loess hills.
- Southwest Research Center: Habitat projects include a native grass and forb planting, a windbreak planting, splitting a 40-acre grazing unit into 4 paddocks with a food plot, and fencing a pond. Two of the western units are being grazed.

Partnerships

Department staff fostered nearly 40 partnerships with state, federal, and non-government organizations. These relationships enhanced technical, financial, and equipment support to landowners with an interest in improving fish and wildlife habitat, as well as promoting healthy forest systems.

The Missouri Department of Conservation and the Missouri Soybean Association secured funds for feral hog eradication in Southeast Missouri. The cooperative effort between Missouri Soybean Association, Missouri Conservation Heritage Foundation, Pemiscot County Soil and Water Conservation District, the Department and a group of local landowners provided equipment and supplies.

The Missouri Soil and Water Conservation Program coordinated with the Department to identify areas to pool or piggyback funds to accomplish more conservation work.

A 26 member Agriculture Cadre made up of Department staff from across the state who are involved in key agriculture groups, helps provide correct information locally to our agriculture partners across the state. This group also serves as an

ear to the ground to pick up issues as they arise and identify areas of concern.

Annual sponsorship of Agriculture Leaders Of Tomorrow maintains a clear understanding of the Department's mission and goals create a stronger network for the future.

Conservation articles are provided to agriculture partners on a monthly basis to be used in their magazines and pamphlets.

Agriculture Conferences

To connect with key Missouri agriculture partners, leaders, and business, the Department staffed information booths at all major agriculture conferences and trade shows held in the state, including: Missouri Farm Bureau Annual Conference, Agriculture Business Council of Kansas City, Soil and Water Conservation Districts Annual Training Conference, Missouri State Fair, Missouri Pork Association Annual Conference, MO-AG Annual Conference, and the Missouri Cattlemen's Association Convention.

Community Tree Care Recognized

In partnership with the National Arbor Day Foundation and National Association of State Foresters, the Department recognized 81 municipalities as Tree City USA communities. To receive Tree City USA certification, communities must meet these four standards: 1) Have a tree board or forestry department, 2) Adopt an ordinance that outlines how trees on public property will be cared for, 3) Spend a minimum of \$2 per capita on tree management and 4) Celebrate Arbor Day. Most communities exceed these requirements with an average of \$5.94 per capita spent on tree care in calendar year 2012. More than 42 percent of Missourians live in a Tree City USA community. Communities participating in this program range in size from Kansas City (population 441,545) to Augusta (population 225). Seven communities initiated or significantly improved existing tree programs, earning a Tree City USA Growth Award.

Mountain Lion Response Team

The Department has a Mountain Lion Response Team that tracks every mountain lion report received. Mountain lion sightings are categorized as confirmed or unconfirmed and entered into a long-term database. We investigate confirmed cases of mountain lions in Missouri when there is physical evidence to support a sighting such as a track, carcass, photo, video, etc. We have collected more than 2,000 reported sightings in our database and confirmed the presence of mountain lions 41 times in the state. Missouri has confirmed more mountain lion incidents than any other state without a known population. Genetic analysis of mountain lions in the state has identified origins of South Dakota, Montana, and Colorado. All of the DNA-confirmed animals were males.

Natural Heritage Review

The Endangered Species Act requires projects seeking federal funds or permits to document efforts regarding rare species, and this documentation is often accomplished by a request for a Natural Heritage Review. In fiscal year 2013, 619 Review requests were completed.

The review provides information on the presence or absence of rare species within a specified project area. The primary source of information for the review is obtained from the Missouri Natural Heritage Database (MONHD), the warehouse for the Missouri Natural Heritage Program. The MONHD compiles information from many state, federal, academic, and private sector experts, and then provides the most comprehensive set of species and communities of conservation concern.

Timber Products Survey

In the spring of 2013 the Missouri Department of Conservation undertook a detailed census of primary wood processors throughout the state. In 2012, Missouri's primary wood-using industry was comprised of 375 sawmills, 16 log brokers, and 28 mills producing other products. The number of large mills increased from 18 to 31 from 2009 to 2012. The primary wood-using mills in Missouri processed nearly 670 million board feet of industrial roundwood (logs), more than 80 million board feet more than processed in 2009. This information is necessary for future forestry management, development, and research efforts.

Chilton Creek Project

As part of a woodland restoration project, the Department is working with The Nature Conservancy to examine the long-term effects of controlled burning on vegetation. The University of Missouri recently joined the project. In fiscal year 2013, we collected data on overstory trees, understory trees, and tree seedlings. In addition, we began sampling ground flora vegetation. Our ultimate goal with the Chilton Creek Project is to see how controlled burning affects forest structure and understory plant diversity over time.

Partnerships Aid Birds

A variety of conservation partners and organizations established common goals and strategies for the continued monitoring and habitat management for a wide range of bird species through the Missouri Bird Conservation Initiative (MoBCI). Established in 2003, MoBCI quickly grew to include 48 organizations.

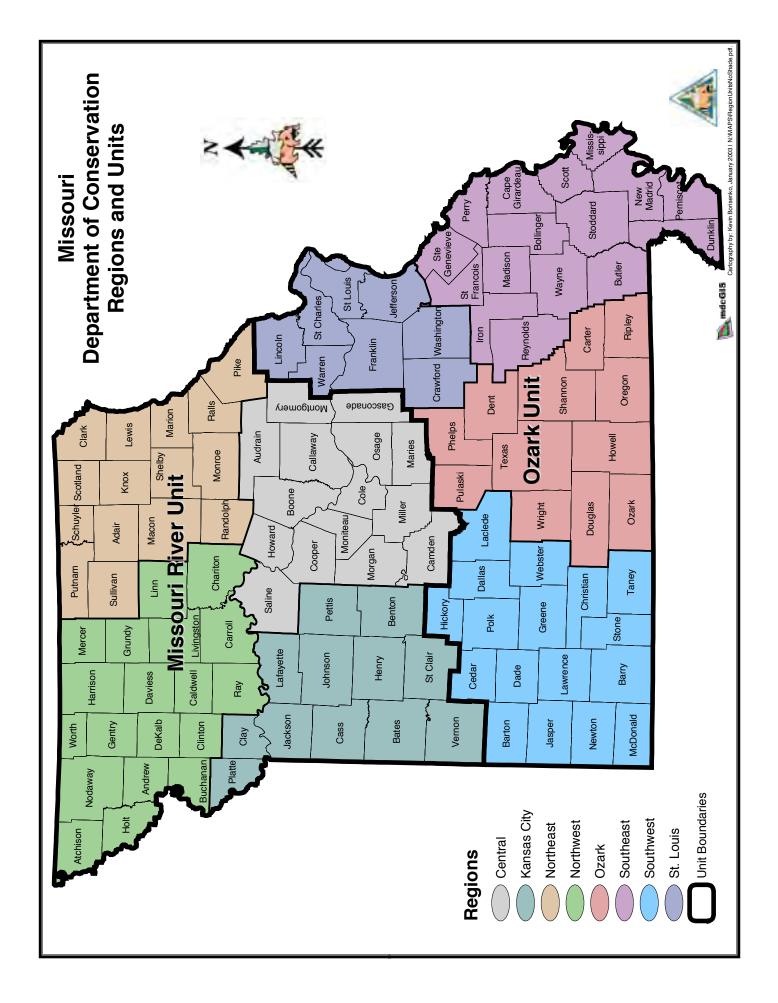
From 2004 to 2012, the MoBCI Grant Program received 126 project requests totaling almost \$1.9 million, has been able to fund 81 projects totaling more than \$1.2 million, and has leveraged these funds with partner matches totaling more than \$2 million. The Department has made about \$100,000 available each year for MoBCI grants. MoBCI grants require a 1:1 match of local, state, or federal funds that do not originate from the Department. Fund contributors include Ducks Unlimited, Quail and Upland Wildlife Federation, Quail Forever, National Wild Turkey Federation, Audubon Society, and four private citizens. As a result, more than \$3 million have been leveraged for bird conservation efforts on both private and public lands in the state.

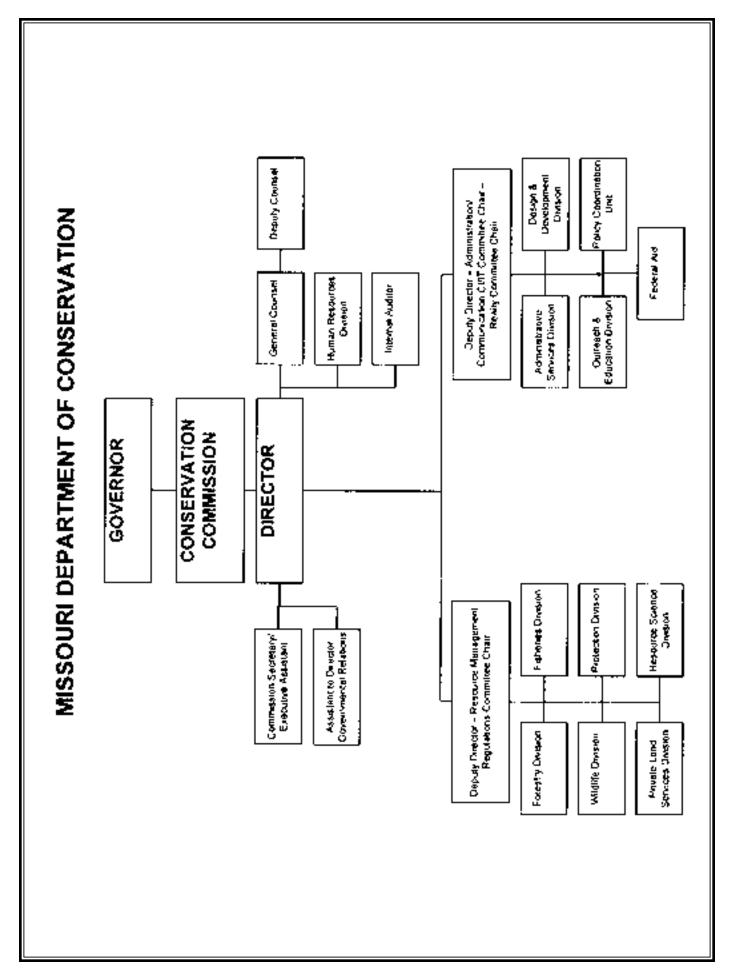
Tree Campus USA

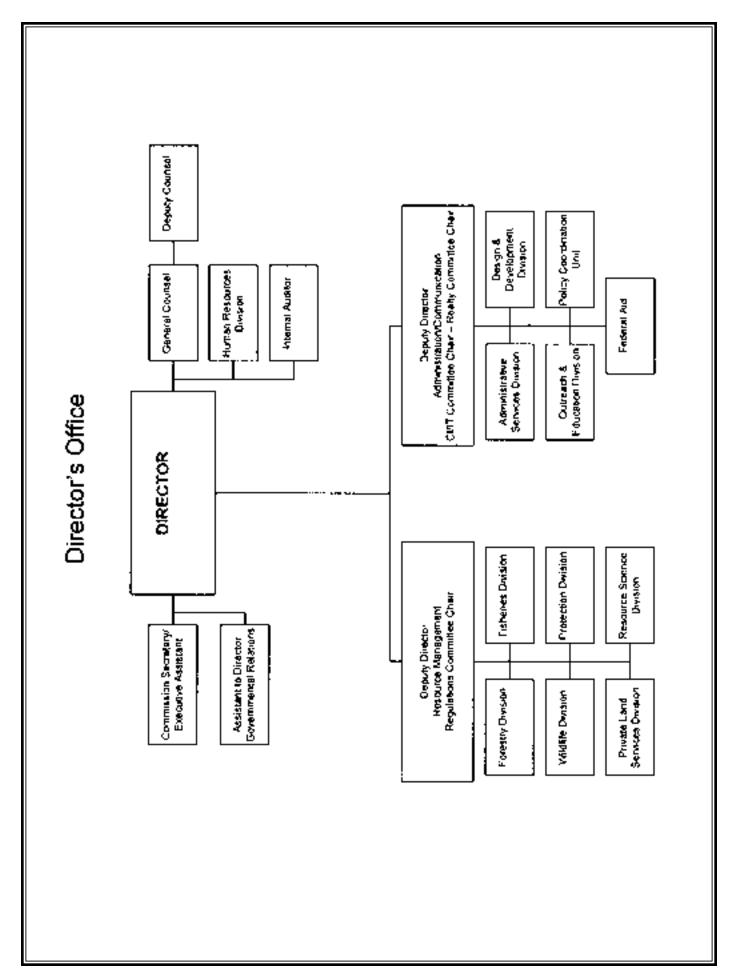
The Department certified five Tree Campus USA colleges in fiscal year 2013. Missouri State University and St. Louis University joined St. Charles Community College, Washington University and William Woods University in meeting the Arbor Day Foundation's five standards for certification. Those standards are: 1) Tree Advisory committee, 2) Tree care plan, 3) Tree program with dedicated annual expenditures, 4) Observe Arbor Day, and 5) Complete a service learning project that engages the students in tree management. The five campuses spent \$306,579 on tree care where a total of 63,479 students are enrolled.

Organization and Administrative Descriptions

- ▲ Department Regions and Units
- ▲ Department Organizational Chart
- ▲ Director's Office and Department Divisions







Director's Office

Robert L. Ziehmer, Director

Director Ziehmer, appointed by the Conservation Commission, directs all programs and activities of the Department of Conservation and directly oversees two deputy directors, an assistant to the director, the general counsel, an internal auditor, and the Human Resources Division chief.

Tom Draper, Deputy Director for Resource Management

Deputy Director Tom Draper is responsible for the divisions of Fisheries, Forestry, Wildlife, Private Land Services, Protection, and Resource Science. He also chairs the Regulations Committee, a standing committee that recommends statewide regulations for the Wildlife Code of Missouri to the Conservation Commission.

Tim Ripperger, Deputy Director for Administration/Communication

Deputy Director Tim Ripperger is responsible for the Administrative Services Division, Design and Development Division, Outreach and Education Division, the Policy Coordination Unit, and the Federal Aid Unit. He chairs the Capital Improvements and Information Technology Committee and the Realty Committee.

Aaron Jeffries, Assistant to Director

The assistant to director is responsible for governmental liaison with the state legislature, other elected officials, state agencies in the executive branch, and the governor's office staff. He also represents the director on the Land Reclamation Commission.

Jennifer Frazier, General Counsel

The general counsel is legal advisor for the Conservation Commission, the director, and department staff. She oversees the deputy counsel, who manages Realty Services and the Grants and Donations program.

Lisa Wehmeyer, Internal Auditor

The internal auditor provides independent audit of Department operations, policies, procedures, records and compliance with laws and regulations to ensure effectiveness and accountability. She also serves as the Custodian of Records and Hearing Officer.

Policy Coordination Unit

The Policy Coordination Unit serves the director's office and department staff by managing department, statewide, and interagency issues. Examples of coordination include:

- Coordinating environmental and resource management policy issues;
- Representing public fish, forest, and wildlife interests by coordinating and providing comments and recommendations to federal and other agencies authorized to conduct environmental reviews;
- Coordinating intra- and inter-state fish, forest, and wildlife resources associated with the Mississippi, Missouri, and White river basins;
- Coordinating multi-agency resource issues;
- Administering and coordinating department resource policies, procedures, and strategic planning;
- Coordinating public involvement activities and applying human dimensions of conservation information to Department issues, including social and economic facts, analyses, and citizen input opportunities.

Federal Aid

Federal Aid staff administers the Department's federal assistance program and ensures compliance with federal rules and regulations. Besides the Wildlife and Sport Fish Restoration funding from the U.S. Fish and Wildlife Service (USFWS), the Department receives additional federal funds from other USFWS programs, the U.S. Forest Service, the U.S. Army Corps of Engineers, and the Natural Resource Conservation Service. The Department's Federal Aid staff annually administers approximately 115 grants, cooperative agreements, and contracts with federal agencies.

Realty Services

Realty Services is responsible for handling the acquisition of land and land rights for the Department; resolving boundary, encroachment, trespass, or access issues; handling easement requests; maintaining records of real estate inventory and distributing annual in-lieu tax payments to Missouri counties.

Regulations Committee

Who the Committee is:

Wildlife Code promulgation authority is provided to the Missouri Conservation Commission by the Missouri State Constitution. The Regulations Committee is appointed by the Director and is responsible for all rules in the Wildlife Code. Members include Division chiefs from Fisheries, Forestry, Wildlife, Protection, Resource Science, and Private Land Services divisions. The Department's General Counsel serves in an advisory role and the committee is chaired by the Deputy Director - Resource Management.

What the Committee is:

The Department of Conservation's Regulations Committee makes recommendations to the Director and the Conservation Commission about modifying the regulations in the Wildlife Code. Those recommendations are based on information gathered from Missourians who have suggestions or complaints about wildlife management or regulations, hunting and fishing surveys, opinion polls, and public meetings across the state. The committee then seeks the expert opinion of the Department's research biologists and managers. Based on this information, the committee makes its recommendations to the Director.

Major Challenges:

- Balancing the Department's responsibility to manage and protect Missouri's resources with needs and desires of partners and citizens
- Finding effective methods to manage wildlife disease in the state
- Limiting the spread of invasive species in the state

How it meets the Commission's responsibility:

The Conservation Commission and the Department of Conservation have constitutional responsibility to protect and manage Missouri's forest, fish, and wildlife resources for the citizens of the state now and for the future. Regulations are established to best manage Missouri's valuable plant and animal communities, to provide equal opportunity for Missourian's to share and enjoy these resources, and to promote public safety. Three factors — biological impact, social concerns, and enforceability — come into play as a regulation develops.

Summary of significant regulation changes during 2013:

The Conservation Commission approved recommendations to:

- Set dates and limits for 2013 deer, turkey, and migratory bird seasons
- Established regulations for hunting and fishing on new conservation areas
- Modified regulations for hunting and fishing on existing conservation areas and areas owned by other entities and managed by the Department of Conservation
- Removed the requirement for tagging personally attended deer and turkey
- Added atlatls as an approved method during spring, fall firearms, and youth turkey seasons
- Added crossbows as an approved method during spring and youth turkey seasons

The Department follows established procedures to promulgate changes through the Secretary of State's office. As part of that process, and in order to make well-informed decisions, the Department collects public comments on all proposed changes.

Capital Improvements and Information Technology Committee

Who the Committee is:

The committee is chaired by the Deputy Director. Administration and voting members include all ten Division Chiefs in the Department. Staff Support for the committee includes the federal aid coordinator, all division's support staff, and Policy Coordination.

What the Committee is:

The Department of Conservation's Capital Improvements and Information Technology Committee, (CI/ IT) has the responsibility and makes recommendations on developing annual budgets for capital improvements and technology expenditures. The CI/IT Committee makes recommendations on construction projects in all phases of Department responsibility. In addition, the committee ensures strategic analysis and long term planning of the Department's capital improvements and technology requirements for the future.

Major Challenges:

- Balancing the Department's responsibility to manage and protect Missouri's natural resources with the needs and desires of Missouri's citizens in conjunction with the necessary infrastructure to support enjoying public lands and learning about conservation
- Maintaining aging infrastructure and planning for the future to meet the needs and desires of Missouri citizens

2013 CI/IT Accomplishments

- Continued implementation of electronic permits within the Department's hunting and fishing permit system
- Continued development of computer software to enhance lands database, living infrastructure, project tracking, and other key information technology initiatives
- Continued to demonstrate an increase in energy efficiency of Department buildings, facilities, and fleet
- Completed transition to digital radios to enhance safety and communication within Protection Division
- Worked with the City of Columbia to develop a hiking/biking trail on the Waters/Moss Conservation Area
- Improved mobile device application for website including season dates, limits and local contacts
- Improved disabled sportsmen's access at Stone Mill Spring and Slabtown Access Conservation Areas
- Worked with the Missouri Conservation Heritage Foundation, the Department of Natural Resources, and private landowners to establish a disabled accessible fishing platform at Bennett Spring State Park

Realty Committee

Who the Committee is:

The Committee chairman is the Deputy Director. Administration and Division Chiefs with resource management responsibilities sit on the committee. Fisheries, Forestry, and Wildlife divisions are all voting members of the committee. Realty Services, Policy, and Administrative Services all provide assistance and support to the committee.

What the Committee is:

The Realty Committee is responsible for developing strategic priorities for real estate activities, including acquisition, disposal, easements, right of ways, boundary issues, and all related real estate activities. The committee is responsible for reviewing and recommending land transactions throughout the Department.

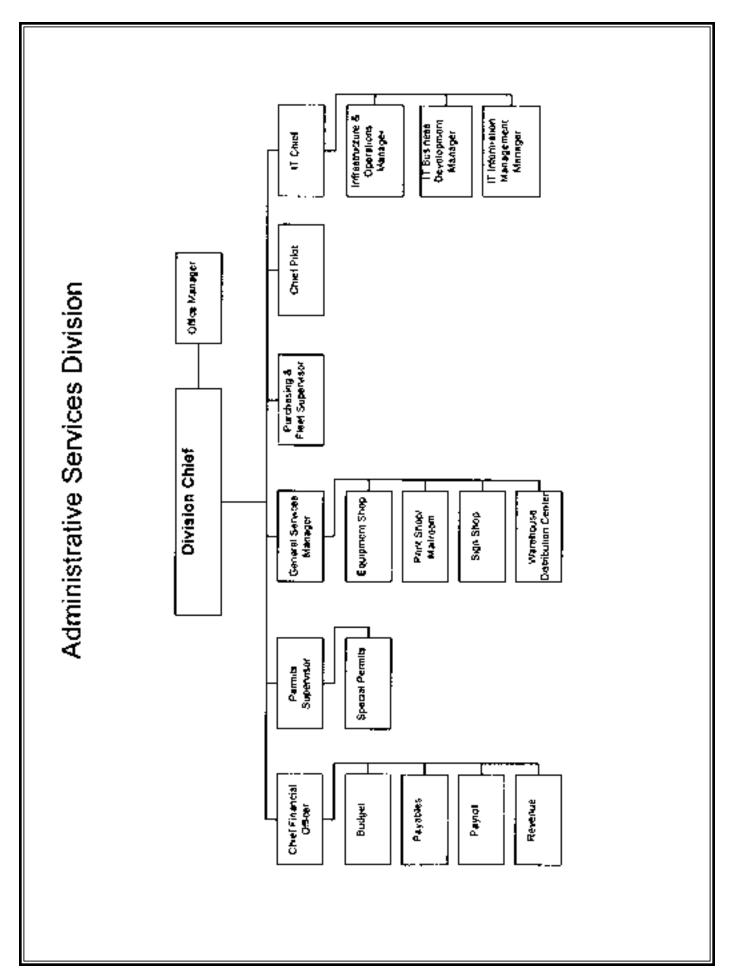
Major Challenges:

- Balancing the Department's responsibility to manage and protect Missouri's natural resources related to holding land in public trust.
- Protecting and preserving unique natural resource features, wildlife and fisheries habitats and populations through holding land in public trust.
- Providing Missouri citizens a readily available opportunity to explore, learn, and enjoy Missouri's natural resources through land held in public trust.

2013 Realty Accomplishments

- Completed a boundary issue inventory
- Protected gray bats by adding key habitat to Coffin Cave and Sunklands conservation areas
- Refined land priorities on acquisition, boundaries, and disposals
- Continued expanding a business tool kit through enhanced data management and computer software to improve land management for citizen participation
- Accepted bequests of land from the Robert C. Paillard estate and the Kathleen Lance estate
- Opened the Myron and Sonya Glassberg Family Conservation Area in Jefferson County





Administrative Services Division

Goals

- Ensure sound financial accountability and transparency in all areas of operation
- Define and prioritize the investments of the Department to better manage our information (data) and technologies
- Provide information systems for managing all business, infrastructure, and resource programs
- Develop and execute a comprehensive maintenance program that includes scheduled replacement of equipment, preserving the overall value of these assets, circumventing costly repairs, and maintaining the lifespan of the assets
- Manage the implementation of e-permits

Programs

Financial Services: This section provides a broad range of financial functions that support the Department's operations, while carefully managing the agency's assets, which have been entrusted to its care. Revenue projections and management, internal and executive budget management, financial analytical support, agricultural crop management, accounts payable, and the Department's payroll are the functions this unit oversees.

Permit Services: This unit is responsible for the distribution and management of point-of-sale automated permits, managed hunt/special permits, and commercial and landowner permits.

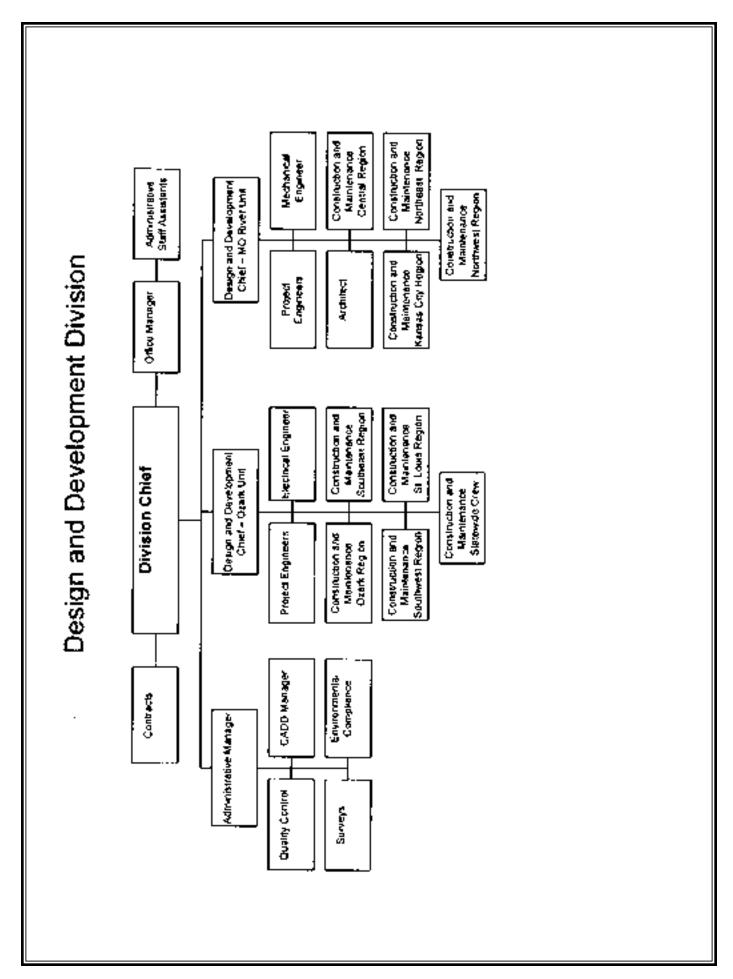
Purchasing and Fleet Services: This unit provides support for purchases of services and commodities, ensuring compliance with state purchasing laws and Department policies and procedures. It is also responsible for fixed-asset inventory and for ordering Department vehicles, seeking ways to improve and minimize the traveling performed with state vehicles.

Information Technology Services: Communication responsibility for the entire agency is entrusted to this section. Better known as IT, employees provide a wide range of services which include data, telecommunications and radio system management, helpdesk operations, software support, network operations, and business- and application-development functions.

General Services: This unit oversees equipment management and maintenance, sign production, distribution center operations, and printing and mailing functions.

Flight Services: This unit provides flight services for the Department resource functions such as wildlife management, fire control, and enforcement. Flight Services is responsible for the upkeep and maintenance of Department-owned aviation equipment.

Administrative Services Division makes every effort to achieve its mission by maintaining the financial integrity of the Department and ensuring prudent and wise use of its assets. We provide a broad range of high-quality support services to the Department's staff and programs. Not only do we lead and facilitate the effective use of technology in Department operations, but we also acquire and maintain Department equipment.



Design and Development Division

Goals

- Design and construct public-use facilities that are in harmony with the environment and enhance public use of our natural resources
- Provide sound conservation engineering assistance to other Department divisions and outside partners (communities, counties, and landowners)
- Provide high-quality maintenance to Department facilities and conservation areas
- Provide excellent and timely customer service

Programs

Engineering and Architecture: The division provides engineering and architectural designs to implement capital improvement (CI) budget. Staff handles all aspects of design and development on projects, which may include performing investigations, conducting feasibility studies and/or environmental assessments, preparing design drawings with associated contract specifications, and construction management services. Types of projects include boat accesses, docks, roads, parking areas, office and storage buildings, fish hatcheries, fishing lakes and ponds, nature centers, shooting ranges, trails, and wetlands.

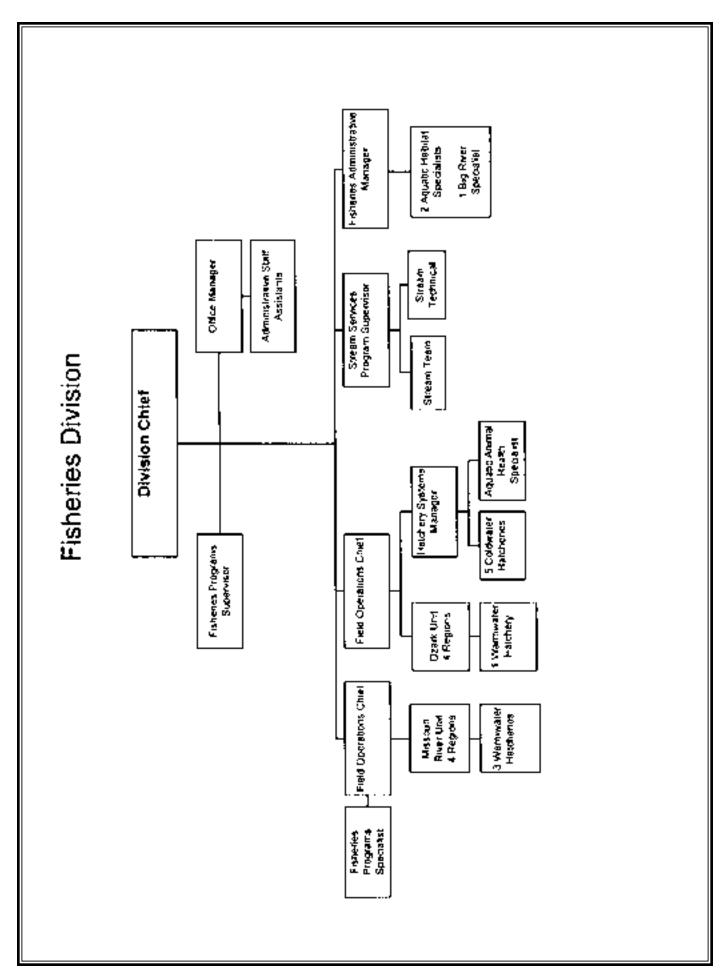
Technical Support: In addition to handling the CI projects, engineering staff also provides support and design expertise on non-capital improvement projects to Department divisions. Staff also provides design drawings and estimated quantities on the Department's repair and renovation projects; these efforts support our regional construction and maintenance superintendents and field resource staff.

Surveys: Employees in this unit are responsible for engineering and construction surveys and land boundary surveying for property boundary delineation.

Construction and Maintenance: In each region, the division maintains superintendents, carpenters, equipment operators, and facility maintenance technicians. This staff is responsible for the construction of capital-improvement projects assigned to it, as well as small construction projects, and repair and renovation projects needed by other Department divisions. They provide facility maintenance to nature centers and regional offices, and perform routine maintenance at unstaffed department areas. Other maintenance tasks include mowing grass, grading parking areas and entry roads, cleaning boat ramps, and performing minor maintenance on privies, docks, and pavilions.

County Aid Road Trust (CART): The division administers the Department's CART Program, which involves cost sharing of roadway maintenance with counties and other governmental subdivisions to help ensure that roads accessing Department areas are properly maintained and provide adequate access.

Environmental Compliance: The division coordinates and obtains regulatory environmental permits and cultural clearances for all Department construction and management activities involving soil disturbance on public lands owned and managed by the Department.



Fisheries Division

Goals

- Maintain aquatic biodiversity
- Reduce the effects of aquatic nuisance species
- Provide enjoyable fishing trips
- Protect aquatic habitat
- Inform and educate the public about Missouri's aquatic resources

Missouri's aquatic resources are vast and diverse. Missouri has about 110,000 miles of fishable rivers and streams. The state also has about 780,000 acres of lakes (36 percent public). Each year, millions of people use and enjoy our waters, and fishing continues to be one of our most popular outdoor activities. About 22 percent of our residents aged 16 and older fish sometime during the year. During 2012, the Department sold 1,304,969 fishing permits and tags of all types. Fishing is big business and very important to the state's tourism industry.

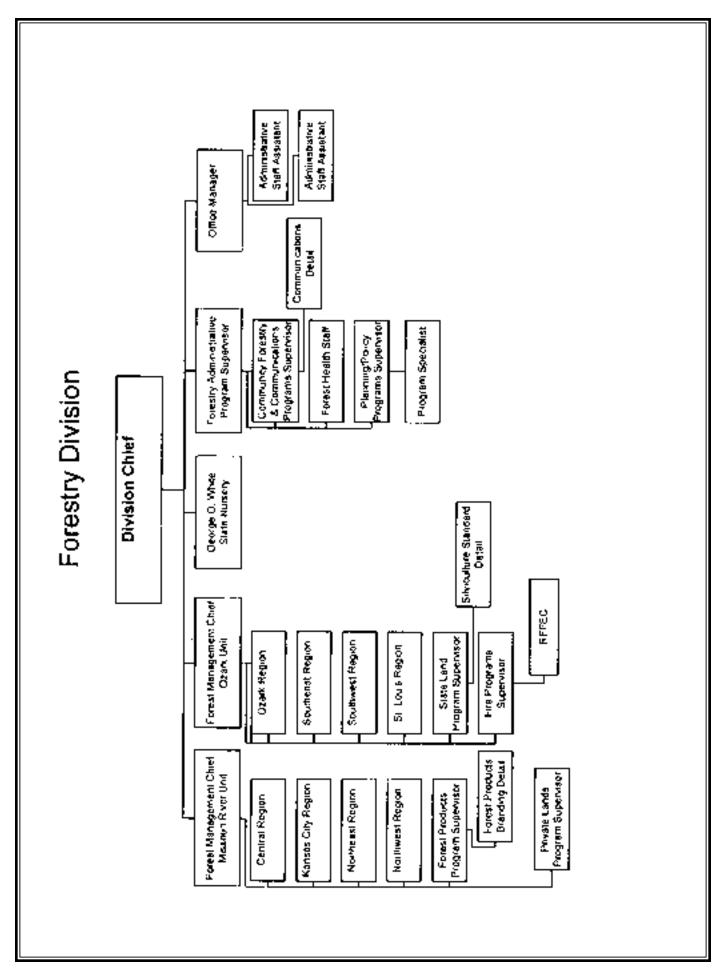
Programs

Regional staff is responsible for monitoring and maintaining the quality of the aquatic resources, managing the public fisheries resources, providing technical guidance in lake and stream management to private landowners and other state and federal agencies, providing and assisting with public information and education, and representing the division and Department on matters pertaining to the aquatic resources of their region.

The staffs of the four warmwater hatcheries are responsible for rearing the fish needed to stock public waters, waters used for special fishing events, and aquatic resource education. They also play a vital role in our efforts to restore state and federally endangered species. The five coldwater hatcheries rear the trout needed to stock public waters. Their employees are also responsible for stocking and managing the four trout parks that are enjoyed by more than 410,000 anglers each year.

The Stream Unit is responsible for the Missouri Stream Team and Volunteer Water Quality Monitoring public-involvement programs, which consisted of 76,860 citizen volunteers in 2012. Both are cosponsored by the Missouri Department of Natural Resources and the Missouri Conservation Federation. It also oversees a Stream Technical Unit, which provides technical stream services to Department staff, other state and federal agencies, and private landowners.

Central office staff directs and administers division programs, works on the acquisition and development of public fishing and boat access areas, coordinates angler recognition programs, coordinates the production of technical and popular written materials, and provides administrative support for division and Department staff and programs.



Forestry Division

Goals

- Implement the strategies outlined in the recently completed Missouri Forest Action Plan as approved by the United States Secretary of Agriculture.
- Engaging Missouri landowners to actively care for their woods through education, technical service, and development of partnerships with other agencies, organizations, and forest products industry.
- Raise the performance bar of the Forest Products Industry.
- Conduct public-land management activities that are scientifically based and aimed at developing and maintaining healthy forest and woodland ecosystems.
- Establish a communication strategy to engage others in the delivery of key forestry messages.

Programs

Private Land: Foresters assist Missouri landowners with forest management through one-on-one contacts. Foresters often use the Tree Farm program, Forest Stewardship program, state and federal cost-share programs, and offer technical advice to assist landowners. We help more than 1,566 landowners with management on 75,000-plus acres annually.

Public Land: The division manages more than 440,000 acres of public forest land. Foresters also provide technical assistance on lands managed by the Wildlife Division. We annually complete more than 48,446 acres of active management. This includes forest inventory, tree planting, timber sales, forest-stand improvement, wildlife-management practices, and glade and savanna management.

Fire: We have statutory responsibility for the state's wildfire suppression. Last year, 2,784 fires burned 27,209 acres in Missouri. Division personnel work closely with more than 776 fire departments to offer training, provide federal excess property, provide grants for the purchase of fire equipment, and promote wildfire-prevention activities.

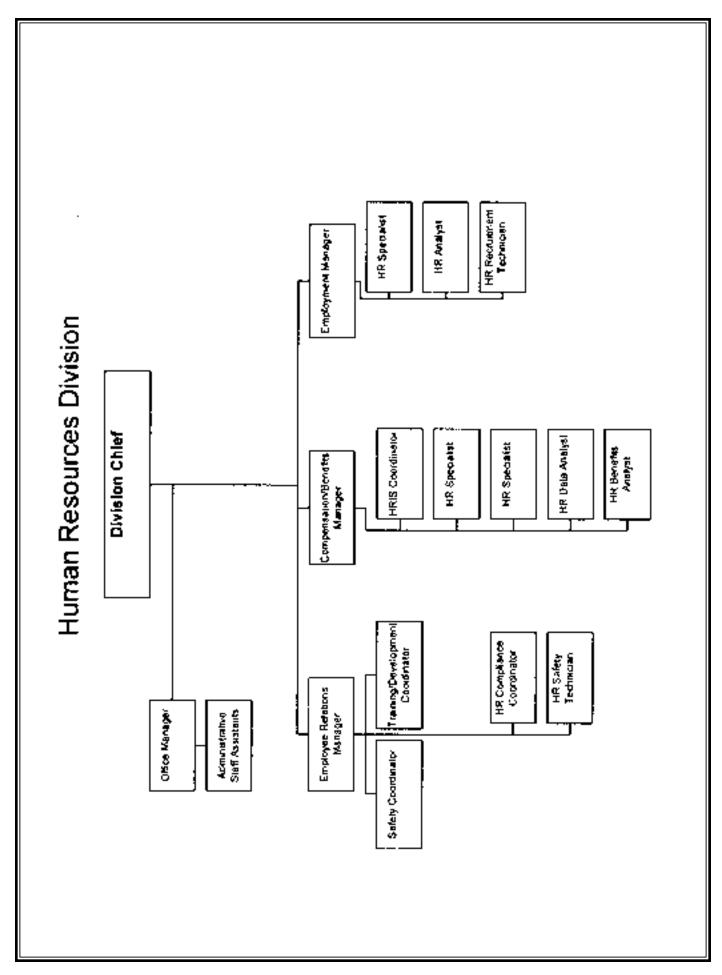
Community Forestry: This program provides planning and technical assistance to more than 150 communities. In addition, the Tree Resource Improvement and Maintenance (TRIM) program provided cost-share assistance to more than 36 Missouri communities for tree planting and maintenance of their community forest resources. In partnership with the National Arbor Day Foundation we promote and administer the Tree City USA program certifying 81 communities for dedicated care of their tree resource, the TreeLine USA program recognizing 11 utility providers in the state for quality tree care, and the Tree Campus USA program recognizing 5 colleges and universities in the state for dedicated care of their tree resource.

Forest Products: This program provides technical assistance to the wood products industry and statewide promotion of Best Management Practices (BMPs) for water quality on timber sales. We work with the Missouri Forest Products Association to provide programs such as the Professional Timber Harvesters and Master Logger Certification programs. We work with entities interested in the emerging bio-energy field and provide technical training for field foresters regarding wood use, timber harvesting techniques, and contracting and implementing BMPs.

Communication: Forestry Division works closely with the Outreach and Education Division to increase Missourians' understanding about their state's forest resources and proper forest-management activities. In addition, foresters conduct programs, field days and workshops for schools, special-interest groups, and the general public on a wide range of forest-management issues.

State Forest Nursery: The nursery annually grows and distributes approximately 3 million seedlings of more than 60 species. The seedlings include trees and shrubs suitable for reforestation and wildlife-habitat restoration activities. The seedlings are planted on both public and private land throughout the state.

Forest Health: The forest health program's goal is to ensure that Missouri has a healthy and growing forest resource. Diagnosing, monitoring, and providing management solutions for a wide range of pests are components of this program. A significant amount of time and effort is spent overseeing monitoring efforts for invasive pests such as gypsy moth, emerald ash borer, and thousand cankers disease of black walnut.



Human Resources Division

Goals

- Automate and streamline health insurance and benefits processes
- Redefine and streamline online recruitment efforts and new employee orientation
- Professional Development Academy—identify and implement current and future training needs

Programs

Compensation: Staff performs compensation and classification activities that are used to support an employee-compensation program, which is both competitive and fiscally responsible. Staff also administers significant employee-benefits programs such as a comprehensive medical and life-insurance program.

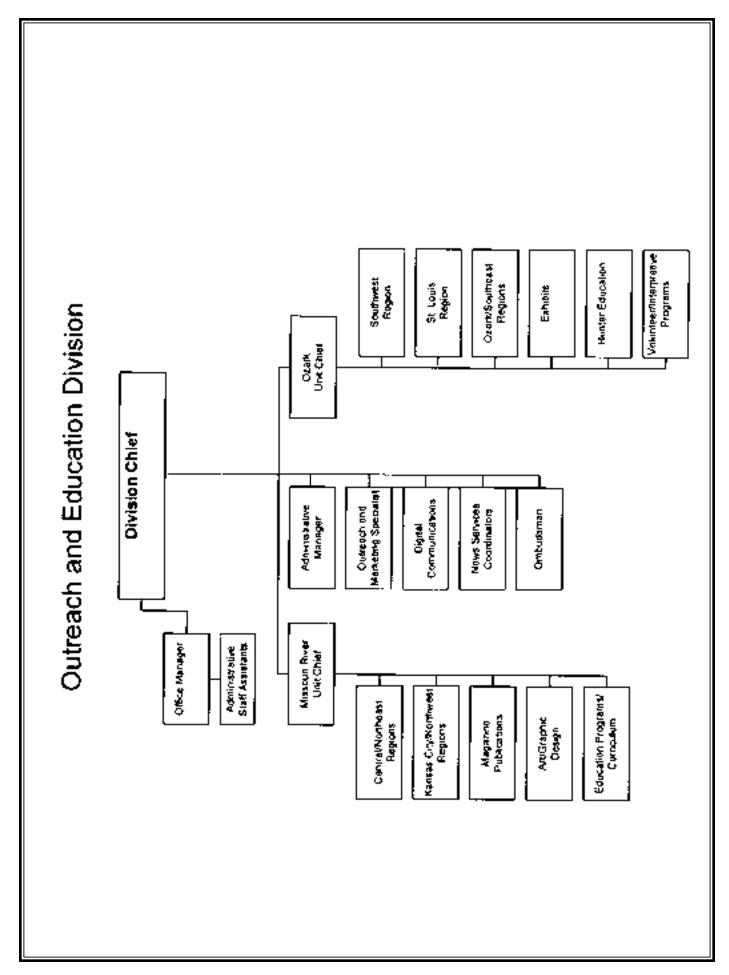
Employee Relations: Staff coordinates activities promoting employee relations such as programs that recognize years of service, special achievement, and retirement, and administers employee health and wellness programs that include health screenings and health education. Staff also assists employees and supervisors during grievance and corrective action processes to ensure that objective, fair, and appropriate actions occur.

Policy Administration: Staff maintains the Department's Human Resources Policies by developing new or revised employment-related policies that help supervisors guide employees uniformly and fairly. Staff also tracks state and federal laws, executive orders, and regulations that address human resources management issues, and works to ensure MDC is in compliance.

Recruitment and Selection: Staff uses a variety of recruitment methods to attract qualified applicants for job and assists supervisors with all activities during the evaluation and recommendation processes. Staff monitors the Department's affirmative-action effort to ensure equal-employment opportunities.

Training and Development: Staff administers the Department's employee development and leadershiptraining programs. Among them is the Professional Development Academy, which provides training for all employees. The training is based on specifically identified competencies (knowledge, skills, behaviors, and attitudes) that MDC considers important to success.

Safety: Staff administers loss-control programs including safety training, hazard identification on public lands, chemical safety, personal injury, vehicle accident, and public-mishap reporting and monitoring.



Outreach and Education Division

Goals

- Teach Missourians about healthy and sustainable plant and animal communities
- Empower all Missourians with the skills and knowledge to enjoy the outdoors
- Help citizens understand how conservation benefits Missouri and how participation in outdoor activities enriches their lives
- Communicate the importance of science-based decisions in managing Missouri's forest, fish, and wildlife
- Instill an understanding of outdoor ethics and personal responsibility in practicing ethical, respectful outdoor behaviors
- Help Missourians understand these key concepts of conservation:
 - a. A healthy environment needs a diverse mix of plants and animals.
 - b. Forests, grasslands, rivers, and wetlands are always changing
 - c. What goes onto or into the ground flows downhill into streams and rivers, and ponds and lakes.
 - d. Hunting, fishing, trapping, and harvesting wood are part of Missouri's heritage, provide valuable resources, and, done properly, are tools that can be used to improve and maintain the health of our fish, forests, and wildlife.

Programs

Outreach: The Missouri Conservationist magazine is mailed to more than 500,000 readers each month and covers a variety of nature, conservation, and outdoor-recreation subjects. Xplor, a kids' magazine, reaches more than 100,000 readers and offers suggestions for family oriented outdoor activities. We serve up millions of Web pages each year, produce free publications, for-sale books, and news releases on topics as diverse as bird identification, hunting and fishing regulations, and how to create wildlife habitat. The ombudsman helps answer citizens' questions and helps to investigate concerns and resolve complaints.

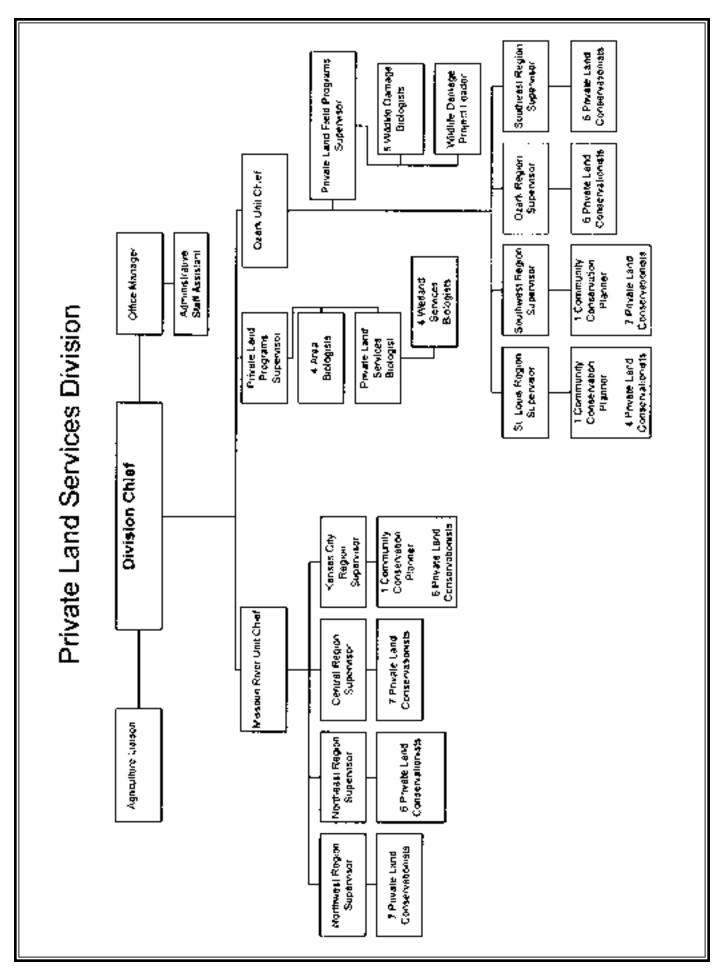
Conservation Nature Centers, Education Centers, and Visitor Centers: These are located in Jefferson City, Kirkwood, Blue Springs, Springfield, Cape Girardeau, St. Charles, Winona, St. Louis, Branson, and Glencoe. Exhibits and naturalist-led programs, as well as walking trails, offer about a million visitors each year a variety of opportunities to learn about and enjoy Missouri's nature. These facilities host programs for families, women, and other target audiences that teach skills to enjoy the outdoors.

Hunter Education: Since 1988, hunter-education training has been mandatory for all hunters born on or after Jan. 1, 1967. O&E staff works with the conservation agents to coordinate volunteer hunter-educators, who provide about 950 classes each year. These result in hunter certification of about 25,000 people annually. Online course expands the training opportunities.

Shooting Range/Outdoor Education Centers: Five staffed shooting ranges provide safe, inviting places for hunters and others to practice shooting rifles, shotguns, handguns, and archery equipment. Classes are offered to the public and designed to give beginning shooters and hunters the skills they need. More than 130,000 people each year use the staffed ranges. In addition, more than 75 unstaffed ranges (including both firearms and archery ranges) serve Missourians throughout the state.

Citizen Involvement: Several programs help Missourians promote conservation at a statewide and grassroots level. More than 2,500 citizens volunteer through a number of different programs. More than 100 citizens volunteer at staffed shooting ranges, more than 400 at nature centers, more than 1,000 through the Master Naturalist program, and more than 1,000 citizens are involved in the Volunteer Hunter Education program. This translates to more than 120,000 volunteer hours for conservation activities.

Discover Nature Schools: Missouri's children are the key to Missouri's future. Working closely with the Missouri Department of Elementary and Secondary Education, we have developed conservation education curriculum materials for grades kindergarten through 12. These curriculums use Missouri examples to teach science-based concepts. The materials are available to all Missouri schools at no charge.



Private Land Services Division

Goals

- Provide timely technical advice to private landowners who request assistance
- Help interested private landowners provide meaningful benefits to fish, forest, and wildlife resources that need attention
- Increase awareness of conservation importance by connecting with agriculture and communities

Programs

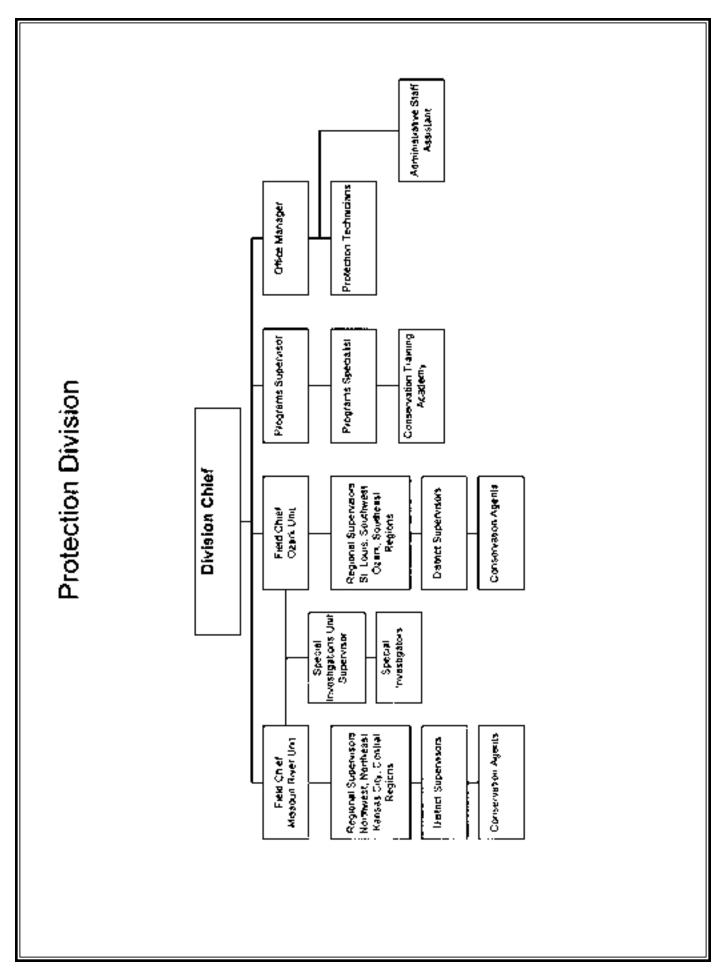
Technical Support: Private Land Conservationists are available to evaluate resource needs and provide advice/recommendations to private landowners through in-office or on-ground visits, as well as workshops, field days and other initiatives. Most of these positions are co-located in USDA service centers to make contact easy for private landowners throughout the state.

Financial Assistance: The Department has established effective working partnerships with private landowners through the Natural Resources Conservation Service and Farm Service Agency to integrate fish, forest, and wildlife considerations into implementation of Farm Bill programs that include Conservation Reserve Program, Wetland Reserve Program, Environmental Quality Incentives Program, Grassland Reserve Program, Conservation Stewardship Program and Wildlife Habitat Incentives Program. MDC is also in partnership with non-governmental organizations such as Ducks Unlimited, Quail Unlimited, the National Wild Turkey Federation, Quail Forever, Pheasants Forever, and Quail and Upland Wildlife Federation to develop cost-share and other initiatives through matching agreements.

Wildlife Damage Assistance: Wildlife damage-control biologists provide expert and specialized technical assistance to private landowners who experience problems with wildlife including beaver, covote, otter, Canada geese, deer, and other species.

Agriculture Liaison: Liaison efforts with agricultural agencies and groups foster communication and understanding of fish, forest, and wildlife issues as they relate to agriculture. These efforts are important since 65 percent of the land area of Missouri is included in farms.

Community Conservation: Community Conservation Planners in Kansas City, St. Louis, and Springfield/Branson/Joplin areas are available to deliver natural-resource technical services at the municipal, county, and regional levels. Their job focus is to work with communities, urban planners, and developers to help them make informed land-use decisions that incorporate the conservation of Missouri's forest, fish, and wildlife resources.



Protection Division

Goals

- Provide high-quality resource law-enforcement services to the public for protection and conservation of Missouri's fish, forest, and wildlife, as well as for safe and proper public uses of conservation areas
- Provide opportunities for all citizens to use, enjoy, and learn about fish, forests, and wildlife through educational and informational programs and habitat management advice
- Represent the Conservation Commission, the Department, and the state with knowledgeable, respectful, well-trained, and professional employees versed in all general Department programs in every county

Programs

Conservation Agents: Agents carry out a variety of programs within their county assignments. Major job components are resource law-enforcement activities, hunter education, local media liaison duties (many with regular radio/TV programs and newspaper articles), educational and informational presentations to adult and youth groups, wildlife surveys, response to fish kills, wildlife-nuisance and damage complaints, and basic fish-, forest-, and wildlife-management advice and services to private landowners.

Conservation agents contacted 195,747 hunters and anglers in fiscal year 2013 to ensure compliance and to provide regulation information. During these contacts, agents noted 28,628 resource violations, issued 3,429 written warnings, and made 7,806 arrests. From those 7,806 arrests, 95 percent resulted in a guilty plea or verdict. This high conviction rate indicates excellent public support and high-quality work by agents.

Operation Game Thief: Operation Game Thief provides a way for citizens to anonymously report poaching incidents with the opportunity for a monetary reward. In the calendar year 2012, OGT produced 346 convictions from 1,112 telephone calls, which resulted in \$8,150 in reward money being paid to informants. The Operation Game Thief traveling exhibit was used at 16 events throughout Missouri this past year.

Revocations: Missouri is a participating state in the Interstate Wildlife Violator Compact (IWVC). The compact is a legal organization of the wildlife agencies of 38 member states that agree to reciprocally honor revocations/suspensions of hunting, fishing, and trapping privileges for wildlife-related violations. During the last fiscal year, 1,885 people from other states had their privileges revoked in Missouri through provisions of the Interstate Wildlife Violator Compact; an additional 163 were revoked for cause by the Conservation Commission in Missouri and submitted to the IWVC. Participation in the compact also benefits Missourians who travel to other compact member states for hunting and fishing activities. If found in violation, they may be given the opportunity to resolve the citation by mail rather than being required to post a bond before leaving the member state. They are subject to revocation by all compact states if the citation is ignored.

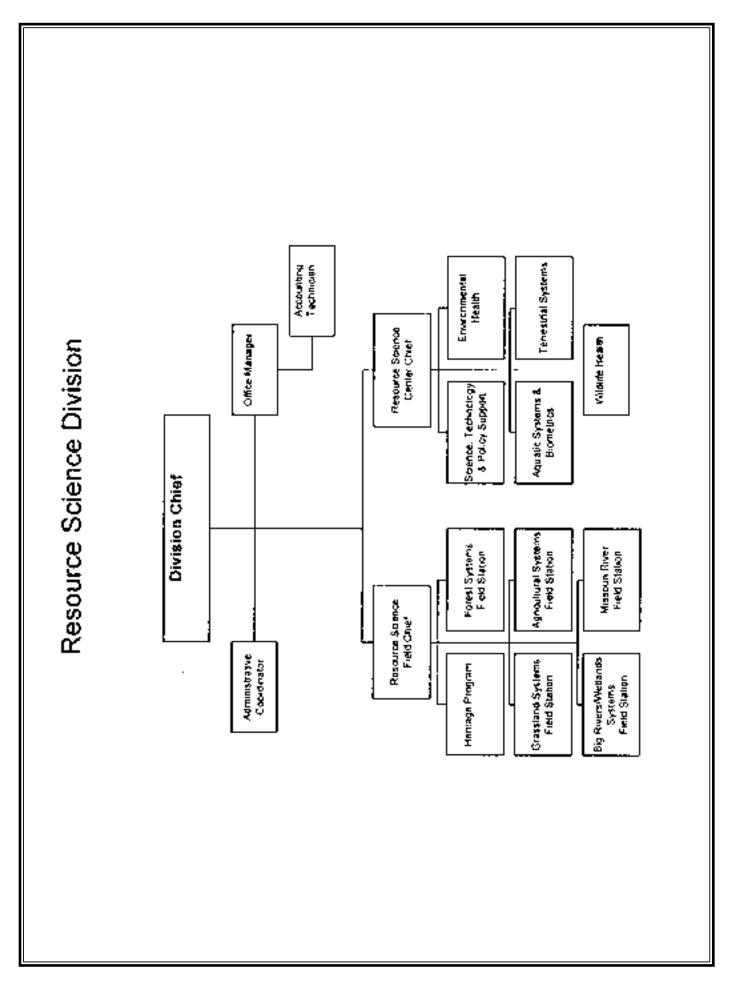
Hunter Education: Hunter-education certification or apprentice hunter authorization is required for purchasing any type of Missouri firearm-hunting permit for people born on or after Jan. 1, 1967 (except the youth deer-and-turkey hunting permit). Conservation agents work with Outreach and Education Division personnel and approximately 1,067 volunteer instructors to coordinate hunter education courses in all 114 Missouri counties. Protection Division personnel also are responsible for investigating hunting incidents throughout the state.

Hunting Method Exemption Program: The Hunting Method Exemption program provides special exemptions to physically disabled people by allowing them to hunt and take wildlife by methods not otherwise legally permitted. During fiscal year 2013, 5,249 hunter method exemptions were approved.

Group Fishing Permit Exemptions: Protection Division administers permit-exemption authorizations to supervised groups involved in rehabilitation programs or groups of hospital patients or people with disabilities under therapy or for educational purposes. During this past fiscal year, 358 group-fishing permits were issued for outings — providing fishing experiences to people who otherwise may not be able to participate in outdoor fishing activities.

Share the Harvest: Conservation agents and the Conservation Federation of Missouri coordinate the Share the Harvest program, where hunters donate deer meat to those less fortunate through established charitable organizations. During FY13, approximately 6,244 hunters donated 318,115 pounds of venison to needy Missourians. Since the inception of the program, nearly 3 million pounds of deer meat have been donated to Missouri citizens. Hunters donating venison to the program pay for the processing and tell the processor how many pounds of meat they want to donate. Hunters who donate their entire deer may receive a \$60 reduction in the price of processing, which is paid to the processor by the Missouri Conservation Federation. In some cases, local organizations provide additional funds for processing so there is no cost to hunters who wish to donate deer.





Resource Science Division

Goals

Natural-resource management is based on sound biological, geographical, and sociological information. An objective to establish a nationally recognized, science-based model for conservation will be accomplished by:

- Ensuring ongoing development of a comprehensive and integrated understanding of Missouri's living resources and their values to society
- Using accumulated knowledge to inform and recommend conservation actions
- Evaluating the biological and social impacts of conservation actions
- Reporting emerging knowledge of Missouri's living resources

Terrestrial Systems scientists strive to understand plant and animal habitat relationships, monitor population status, and develop harvest and species-management recommendations. Staff is regularly involved with specialized projects to monitor wildlife, plant diversity, and plant and animal population changes.

Aquatic Systems and Biometrics scientists conduct research and surveys that focus on issues involving fisheries management, wetland and waterfowl management, fish communities, watersheds, streamriparian-floodplain systems, reservoirs, in-stream flow, species of conservation concern, and interactions among predators and prev. This group develops harvest management recommendations for statewide fish populations, waterfowl, and other migratory birds. Biometricians ensure statistically sound study designs and the use of appropriate statistical techniques to analyze and interpret complex natural resources questions.

Science, Technology and Policy Support staff work to link and improve access to databases which document Missouri's rich biodiversity and support research and management objectives. Post-season hunter and angler harvest surveys, attitude surveys, and public-use surveys are conducted to better understand the opinions and behaviors of Missouri resource users and to ensure that human-dimensions information is integrated with biological information to inform management decisions. Natural-resource economics data are collected in conjunction with the public use-and-attitude information. GIS staff use geospatial technology and products to support natural-resource management and policy decisions, archive the processes and evaluate the results. The GIS program supports ArcGIS users though out the Department. Training courses are conducted to help train new ArcGIS users and improve the skills of existing users.

The Environmental Health unit primarily provides the services that ensure monitoring and protection of Missouri's fish and wildlife resources. Primary functions include protecting aquatic biodiversity such as mussel conservation and genetics research, water quality, and providing responsive service to agency staff, the public, and other agencies and entities. Staff coordinates pollution and fish-kill investigations with the Department of Natural Resources, and monitors contaminants in fish with the Department of Health.

The Wildlife Health unit coordinates and conducts research and monitoring programs statewide for the prevention, detection, control, and management of emerging and known diseases occurring in wildlife populations. Staff collaborate with local, state, federal, and private stakeholders to address concerns about the impact of wildlife diseases on the public and domestic animal health. Information provided by this unit is used to inform Department regulations, policy and management decisions to prevent, control and/or mitigate wildlife health issues.

The Heritage Program unit provides expertise and location information to MDC, its partners, and the public on plants, reptiles and amphibians, karst communities, mammals, and species of conservation concern. Our vehicles are workshops, publications, personal contact, and Missouri's Natural Heritage program. Through this program, the status and presence of 1,145 species of conservation concern and natural communities are tracked. Scientists survey for species presence and population trends, develop life-history information, and make management evaluations. Staff ensure accurate documentation and archiving of occurrences of species of conservation concern and natural communities that can be used for regulation purposes and management.

The **Field Unit of Resource Science Division** is leading regional management evaluations by developing protocols and study designs with the goal of learning by doing. Field stations, actively integrated with the division's centralized functions, focus on improving understanding of ecological systems, functions, and processes by working with regional staff throughout the state.

- 1) The **Grasslands Systems Field Station in Clinton** focuses on ecological processes and management implications for cool- and warm-season grass pastures and hay lands, native prairie, savannas and glades, and grassland-associated fish, invertebrate, wildlife species of conservation concern and all streams and impoundments fed by grassland watersheds.
- 2) The **Forest Systems Field Station in West Plains** focuses on ecological processes and management implications for upland forests, glades, savannas, springs, karst, fens and cold- and warm-water streams and impoundments drained by forested watersheds and management of forest-associated fish, invertebrate, and wildlife species of conservation concern.
- 3) The **Big Rivers and Wetlands Systems Field Station in Jackson** focuses on Missouri's large rivers and associated floodplains to understand landscape-level ecological processes. Staff develops tools and strategies to improve channel and floodplain habitats, bottomland forests, and wetlands for fish, invertebrate, and wildlife communities including species of conservation concern.
- 4) The Agricultural Systems Field Station in Kirksville emphasizes annually cropped lands that produce cereal grains, oil crops, crops for human consumption, and annually planted livestock forages. Also included in the field station's focus are retired crop lands including CRP plantings, cool-season grass pastures and old fields, concentrated-livestock operations, and streams and impoundments drained by agricultural watersheds and management for agriculturally associated fish, invertebrate, and wildlife species of conservation concern.
- 5) The **Missouri River Field Station in Chillicothe** focuses on issues directly related to management of the Missouri River. Many aspects of large-river ecology are addressed by the Big Rivers and Wetlands Field Station, including some important to the Missouri River. However, several active restoration and recovery programs are being conducted along the Missouri River, and this field station brings a focused and coordinated monitoring approach among agencies to help ensure the success of these activities.

Programs

Population management: Manage for, and when feasible, restore viable populations of plants, fish, and wildlife compatible with the ecological capability of the land and balanced with the desires of resource users and the public.

Resource Science Division identifies priority population management challenges and develops recommendations, in collaboration with resource divisions, to manage harvested species, species of concern, and invasive species.

Ecological processes: Increase our understanding of the processes that determine habitat conditions for native and introduced animals and plants.

Erosion and deposition through water, wind, and fire are the natural disturbance and renewal processes that are essential to maintaining healthy systems and functions. The division focuses investigations on how to effectively re-establish or mimic these processes in Missouri's contemporary landscape to ensure restoration and management of plant and animal communities.

Management evaluation: Ensure that results of management and policy actions are measured and appropriately linked to resource-related outcomes, budgets, and staff time.

Ongoing evaluation of resource responses and resource uses are essential to determine whether goals are met and to understand when change is needed. Resource Science Division promotes learning by doing to improve resource-management programs and to ensure accountability of staff and budget resources.

Human dimensions: Provide and promote the use of human-dimensions information in the management decision process.

Resource Science Division collaborates with other divisions to ensure that human-dimensions information is acquired and used in policy and management decisions. This information is used to track changing public expectations, anticipate demographic trends, and ultimately provide the information needed to make sound resource policy and management decisions.

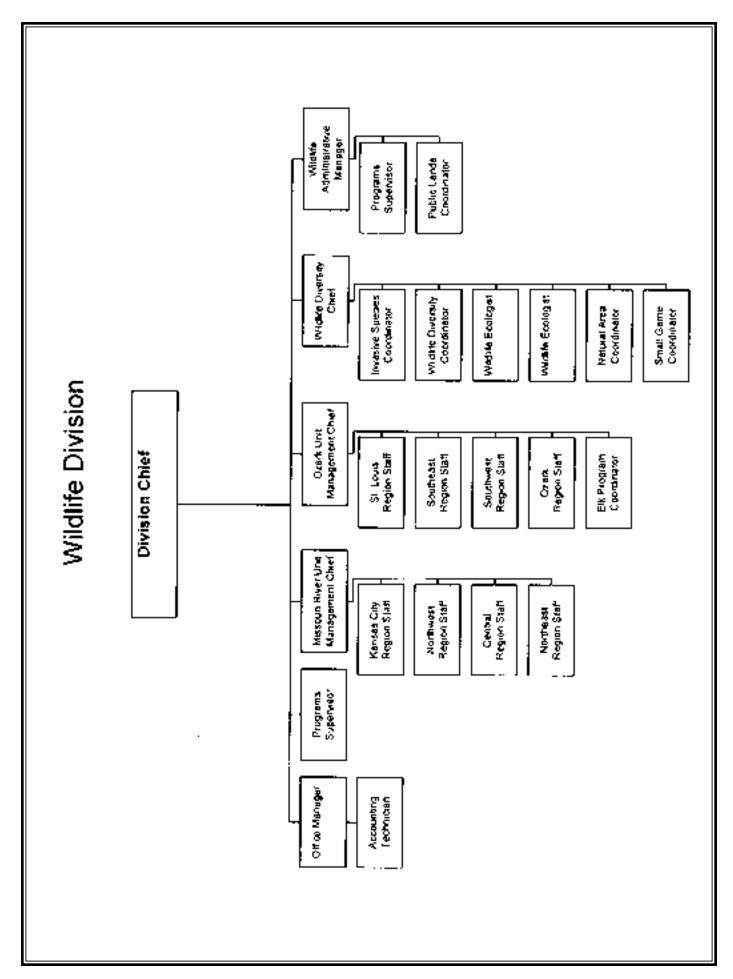
Large-scale planning: Ensure that all planning and program efforts are based on sound science and include evaluation measures.

Advances in Geographic Information Systems and associated ecological and geospatial applications (e.g., Ecological Classification Systems) are used to inventory, assess and monitor resource condition, and management results at national, state, regional, and area scales.

Information transfer: Manage, share, and transfer data collected in a useful, archivable and easily obtainable format. The division ensures that information about resource investigations, population status, harvest, and public use is timely, current, accurate, and available in a form that is useful.

Environmental health: Monitor the health of aquatic and wildlife resources in the state, assist in control and mitigation of identified threats and provide up-to-date information to guide policy and management decisions regarding resource health related issues.

Environmental health issues are addressed through research and monitoring programs for the prevention, detection, control, and management of emerging and known aquatic health, water quality and stream flow issues, and diseases of wildlife populations. Collaboration among Department Divisions as well as with other State and Federal agencies is fostered to ensure the success of this program.



Wildlife Division

Goals

- Actively manage and restore Missouri's plants, animals, and their habitats for the use and enjoyment of present and future generations
- Strive to integrate biological and social sciences to direct management decisions that benefit all native wildlife and their habitats
- Work strategically, whether locally, regionally, or nationally, to create and support partnerships, coalitions, and collaborations that further our priority wildlife conservation initiatives
- Promote active citizen involvement in the outdoors and connect urban and rural citizens in a common vision of and appreciation for wildlife, their habitats, and their use
- Aggressively promote our legacy, successes, and aspirations to deepen the understanding of wildlife conservation

Programs

Habitat Systems: At all levels, staff work to provide expertise and leadership to Department staff and conservation partners and private landowners to aggressively restore and manage important wildlife habitats and natural communities like wetlands, savannas, glades, forests, and grasslands across Missouri with particular focus in priority geographies. Biologists and conservation area staff manage over 534,000 acres of public land and complete more than 170,000 acres of habitat management each year. Staff lead by example, providing a land management model for other states and for private land alike. The state's Comprehensive Wildlife Strategy uses a framework of partnerships to guide wildlife conservation planning and implementation. The invasive species program leads efforts to increase awareness and coordinate the control of terrestrial and aquatic invasive species. Urban wildlife biologists also provide expertise and guidance to Missouri communities in matters concerning urban wildlife habitat and species management.

Wildlife Diversity: The Wildlife Diversity Program coordinates and leads efforts to restore populations of all wildlife, particularly species of conservation concern. Wildlife diversity is maintained and encouraged through natural community management and restoration on Department and private lands. Focused programs, like the endangered species program, Missouri Natural Areas program, all-bird conservation efforts, and State Wildlife Grant program, work in close partnership with experts in Resource Science Division, natural history biologists, and recovery leaders to identify the highest priority species and management efforts for recovering threatened or endangered species. Conservation and enjoyment of all wildlife species are promoted via outreach and public contacts.

Game Species Management: Game species management programs work to build capacity, understanding and appreciation for the use and management of game species. The integration of biological and social sciences relate wildlife population trends and citizen expectations for wildlife management. Hunting is used as a means to achieve and sustain healthy game populations and encourages wise use of a valued resource. Regional biologists and administrative staff provide input to wildlife regulation policies to ensure opportunities to pursue large and small game. Managed hunts for deer, dove, turkey, and waterfowl provide special opportunities on conservation areas for the interested public, including managed hunts specific to youth and those with disabilities. Urban wildlife biologists also provide expertise and guidance to Missouri communities in matters concerning urban wildlife management like nuisance issues and urban deer management programs.

Administrative Support: Leadership and strategic guidance are provided for programs and activities that conserve habitats for all Missouri wildlife locally, regionally, nationally, and internationally. Funding support and budgeting, as well as accomplishment reporting, regulation coordination, public communication and marketing, area planning, and habitat inventory are all active processes that aid staff and the public in the appreciation of the state's wildlife resources. Administration of the Wildlife Restoration Grant, State Wildlife Grant, North American Wetland Conservation Act grants and memorandums of agreement with strategic partner groups ensure the conservation relationships necessary to rehabilitate critical habitat and

to provide support for operations, maintenance, habitat management, and resource planning on conservation lands. Administrative staff direct and coordinate the development of Missouri's Comprehensive Conservation Strategy: an approach that considers Missouri's Priority Watersheds, Aquatic GAP Project, Forest Action Plan, and Comprehensive Wildlife Strategy to deliver an unprecedented and multi-disciplinary blueprint for forest, fish, and wildlife conservation actions statewide. Approximately 360 conservation areas are managed to ensure that area facilities are clean and operated in ways that welcome citizen visitors while providing habitat for native plant and animal species.

Conservation by the Numbers

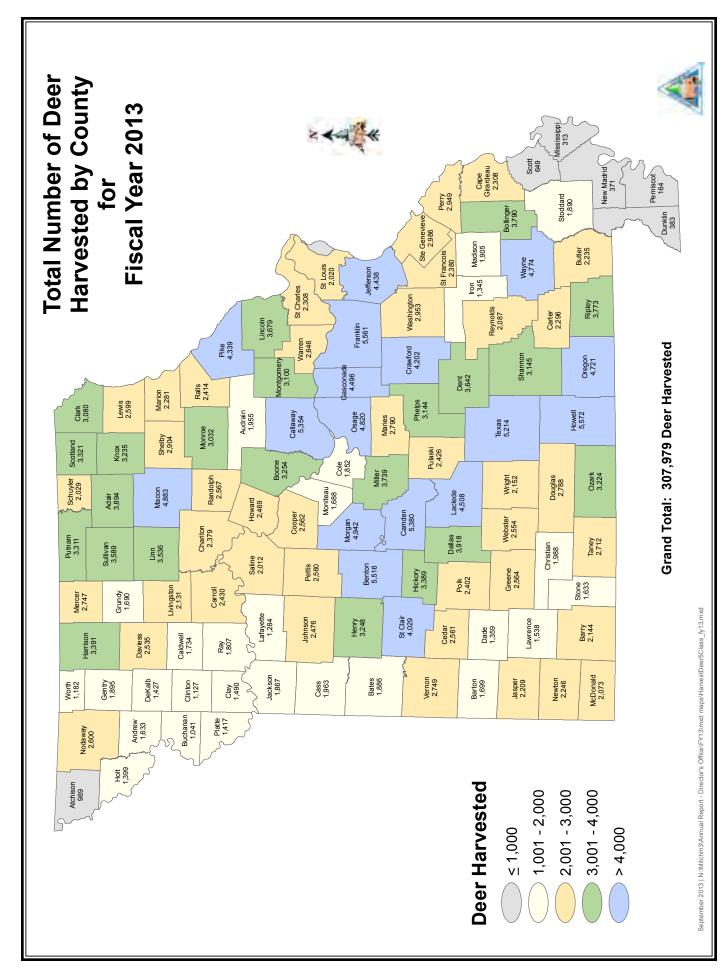
- ▲ Actual Funds Available and Disbursements
- ▲ Number of Deer Harvested by County
- ▲ Number of Turkeys Harvested by County
- ▲ Acres of Conservation Land by County
- ▲ Payment In-lieu of Taxes (PILT) by County
- ▲ County Aid Road Trust (CART) Program
- ▲ Capital Improvement Projects Funding by County
- ▲ Number of Deer and Turkey Permit Holders by County of Residence
- ▲ Number of Fishing Permit Holders by County of Residence
- ▲ Number of Small Game Permit Holders by County of Residence
- ▲ Number of Landowner Deer Permit Holders by County of Residence
- ▲ Number of Landowner Turkey Permit Holders by County of Residence

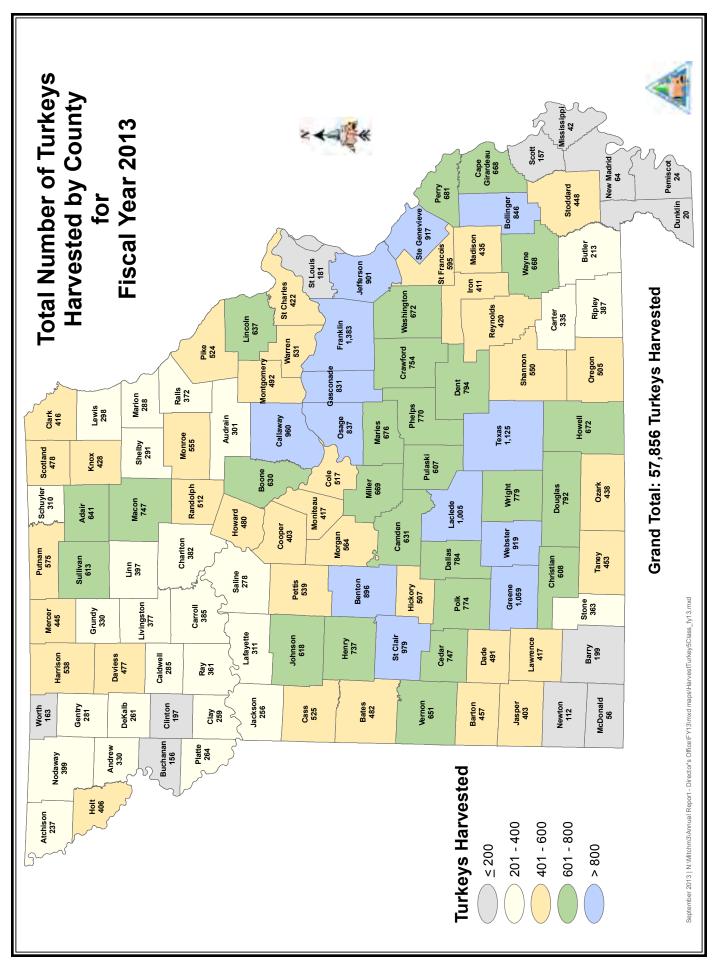
MISSOURI DEPARTMENT OF CONSERVATION

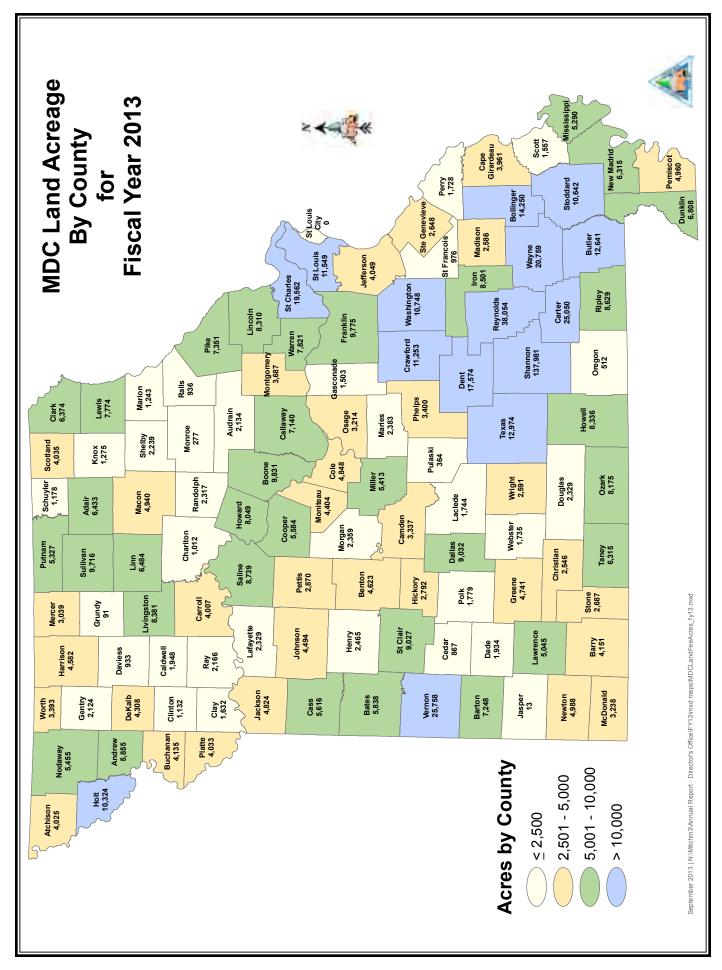
Actual Receipts and Disbursements For Fiscal Year 2013

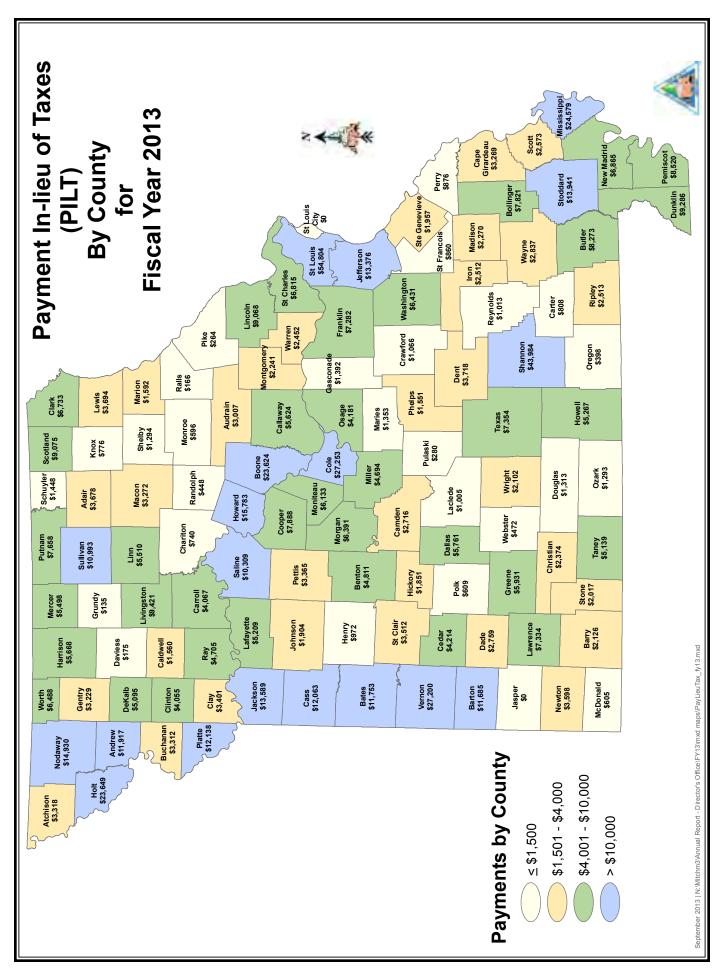
RECEIPTS

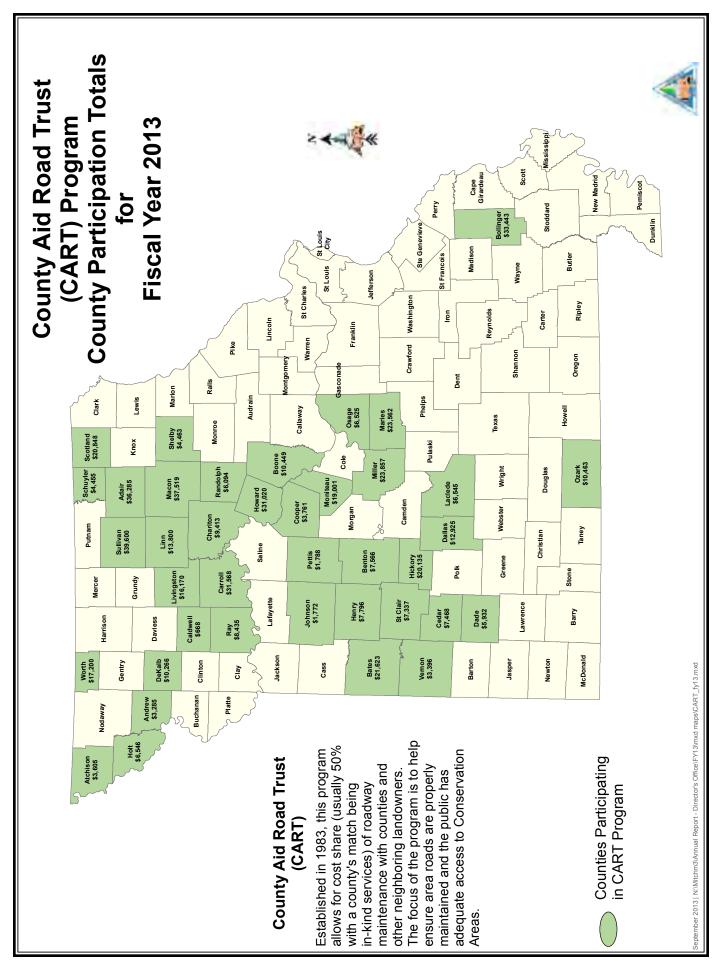
Sales Tax	\$102,532,262
Hunting, Fishing & Commercial Permit Sales	\$30,655,997
Federal Reimbursements	\$26,543,555
Agricultural Sales	\$2,852,021
Timber Sales	\$1,894,080
Other Miscellaneous Receipts	\$1,610,034
Miscellaneous Fees & Tags	\$1,327,338
Surplus Property	\$1,431,581
Interest	\$389,791
Publication Sales	\$661,113
Nursery Stock Sales	\$831,348
Grants, Gifts, Bequests & Donations	\$870,185
Contractual Services	\$918,570
Rentals	\$14,826
Miscellaneous Sales	\$120,004
Land Sales	\$6,815
Yield Tax & Other taxes	\$7,908
Refunds	\$97,191
Damage Reimbursements	\$31,461
Concession Income	\$8,544
Concession Income TOTAL RECEIPTS	\$8,544 \$172,804,624
TOTAL RECEIPTS	
TOTAL RECEIPTS DISBURSEMENTS	\$172,804,624
TOTAL RECEIPTS DISBURSEMENTS County Assistance Payments	\$172,804,624 1,639,888
TOTAL RECEIPTS DISBURSEMENTS County Assistance Payments Capital Improvements	\$172,804,624 1,639,888 14,844,254
TOTAL RECEIPTS DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries	1,639,888 14,844,254 13,243,735
TOTAL RECEIPTS DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries Forestry	1,639,888 14,844,254 13,243,735 18,342,297
TOTAL RECEIPTS DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries Forestry Wildlife	1,639,888 14,844,254 13,243,735 18,342,297 20,023,939
TOTAL RECEIPTS DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries Forestry Wildlife Outreach & Education	1,639,888 14,844,254 13,243,735 18,342,297 20,023,939 15,274,280
TOTAL RECEIPTS DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries Forestry Wildlife Outreach & Education Private Land Services	1,639,888 14,844,254 13,243,735 18,342,297 20,023,939 15,274,280 8,858,706
TOTAL RECEIPTS DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries Forestry Wildlife Outreach & Education Private Land Services Protection	1,639,888 14,844,254 13,243,735 18,342,297 20,023,939 15,274,280 8,858,706 15,864,335
DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries Forestry Wildlife Outreach & Education Private Land Services Protection Resource Science	\$172,804,624 1,639,888 14,844,254 13,243,735 18,342,297 20,023,939 15,274,280 8,858,706 15,864,335 11,365,690
DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries Forestry Wildlife Outreach & Education Private Land Services Protection Resource Science Regional Public Contact Offices	1,639,888 14,844,254 13,243,735 18,342,297 20,023,939 15,274,280 8,858,706 15,864,335 11,365,690 2,197,119
DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries Forestry Wildlife Outreach & Education Private Land Services Protection Resource Science Regional Public Contact Offices Administrative Services	\$172,804,624 1,639,888 14,844,254 13,243,735 18,342,297 20,023,939 15,274,280 8,858,706 15,864,335 11,365,690 2,197,119 24,808,373
DISBURSEMENTS County Assistance Payments Capital Improvements Fisheries Forestry Wildlife Outreach & Education Private Land Services Protection Resource Science Regional Public Contact Offices Administrative Services Human Resources	\$172,804,624 1,639,888 14,844,254 13,243,735 18,342,297 20,023,939 15,274,280 8,858,706 15,864,335 11,365,690 2,197,119 24,808,373 2,402,906

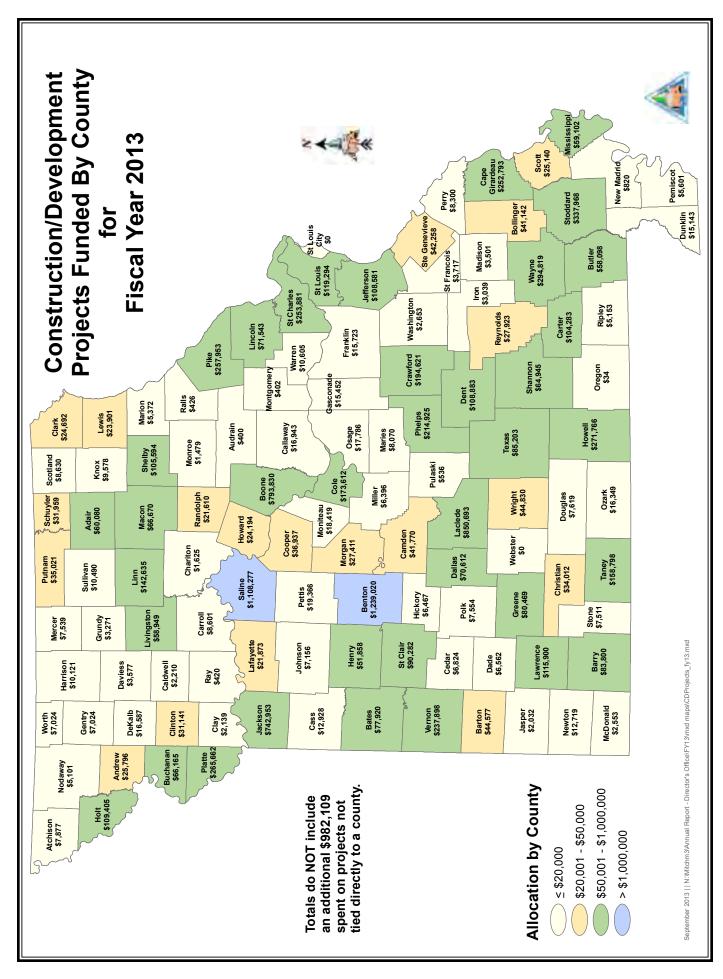


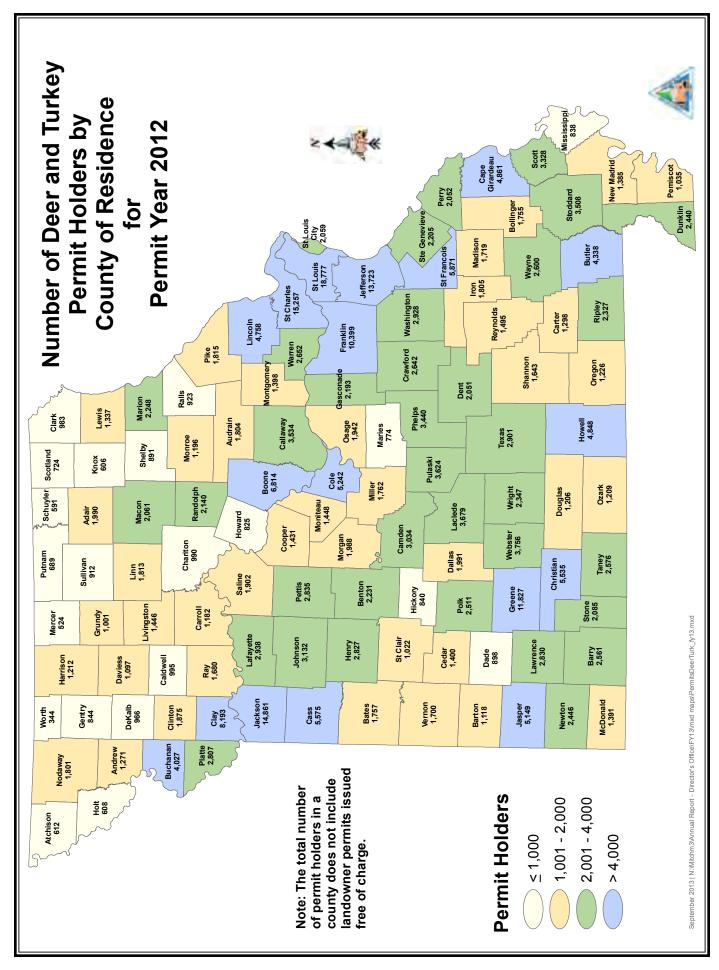


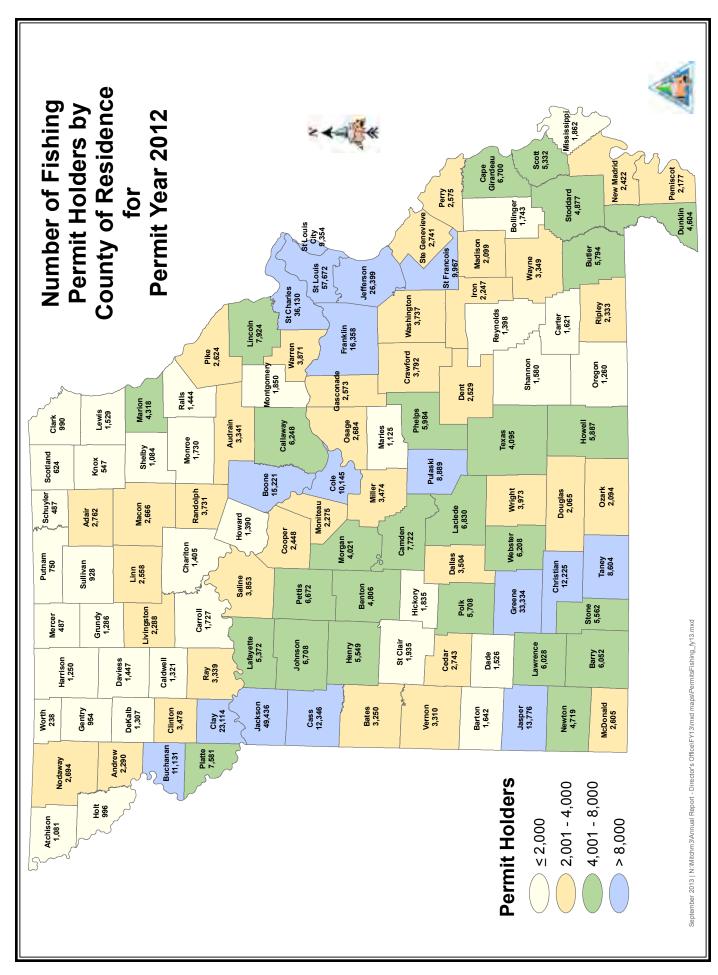


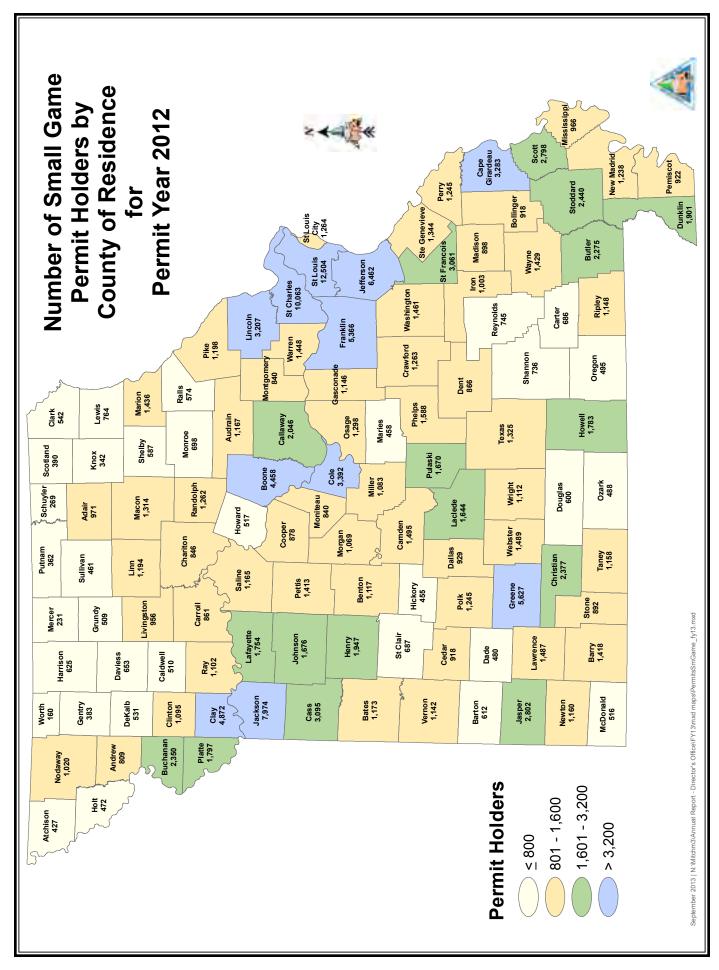


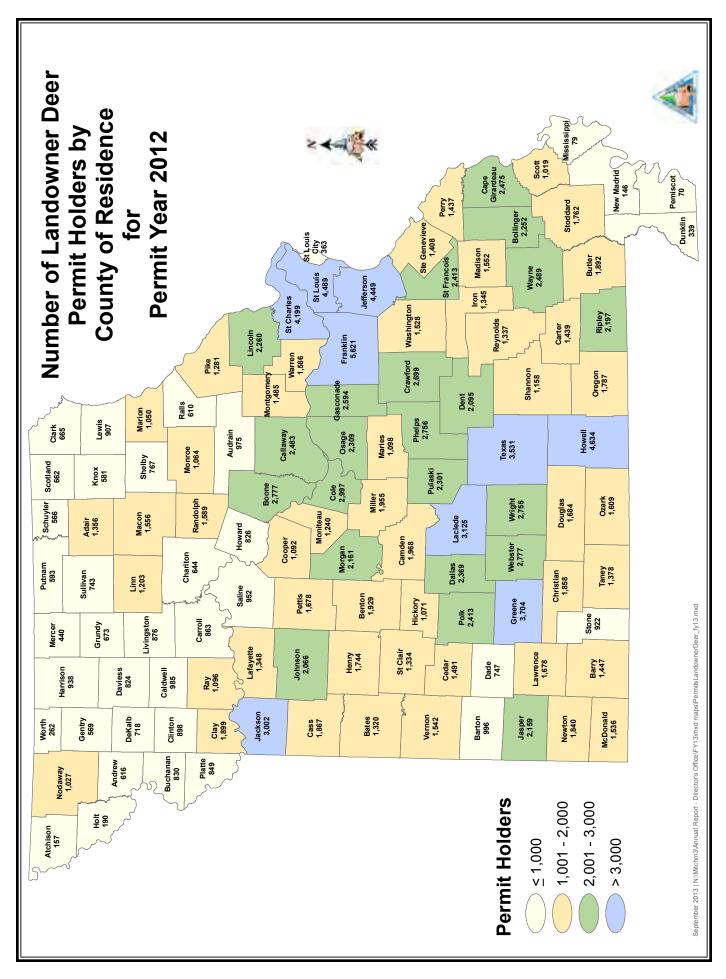


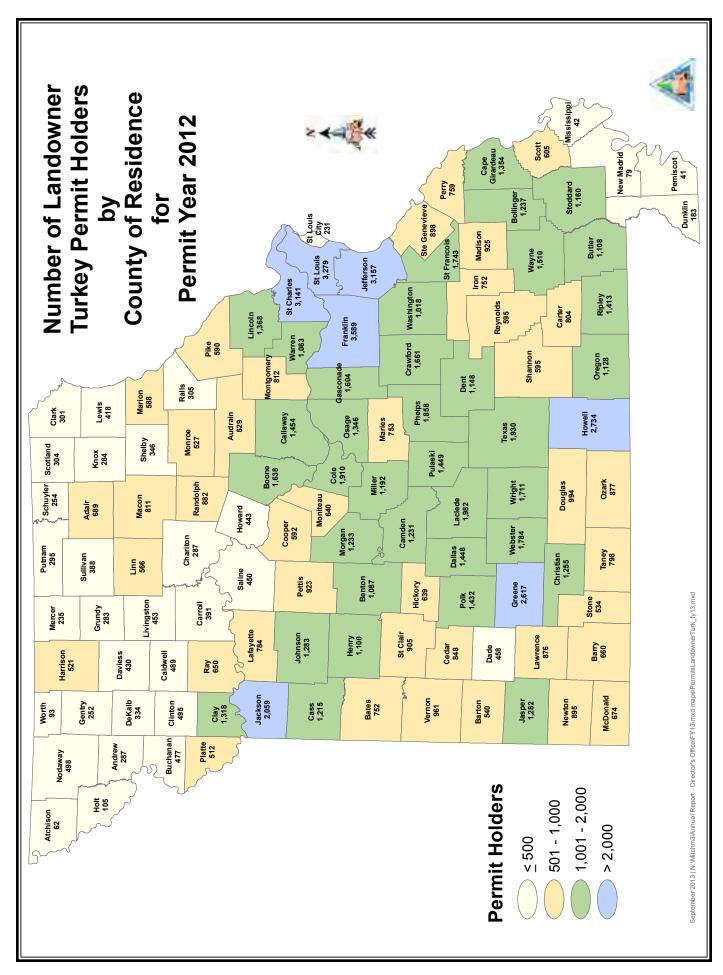












Ensure healthy and sustainable forest, fish, and wildlife resources

Manage public lands to benefit citizens and forest, fish, and wildlife



Engage partners to enhance natural resources and effective delivery of services

Ensure sound financial accountability and transparency

Provide opportunities for citizen involvement in services and conservation education